

 <b>Northwards Housing</b> North Manchester's Council Homes		<b>Report to:</b>  Northwards Housing Board 10 <sup>th</sup> July 2009		<b>Item No:</b>  <b>8e</b>	
<b>Title:</b>		Fixed Term Board Membership			
<b>Date:</b>		30 <sup>th</sup> June 2009			
<b>Author:</b>		Steve Wood	<b>Tel No:</b>	0161 227 3018	
<b>E mail:</b>		<a href="mailto:d.roberts@northwardshousing.co.uk">d.roberts@northwardshousing.co.uk</a>			
<b>Confidential:</b>		No			
<b>For:</b> (Please tick action required)		<b>NOTING</b>	<b>DISCUSSION</b>	<b>APPROVAL</b> ✓	
<b>PURPOSE OF REPORT</b>					
To set out the Board consideration of implementing fixed terms for Board Membership as requested by the Board in March 2009.					
<b>RECOMMENDATION</b>					
The Board are asked to approve the principles for fixed terms of Board Membership and requests that the Chair holds discussions with each Member with a view to the Officers bring back a plan to ensure succession is properly managed.					
<b>IMPLICATIONS</b>					
<b>Equality &amp; Diversity:</b>		The effectiveness of the policy will be assessed in due course to ensure that the Board are meeting equality targets			
<b>Financial:</b>		None directly			
<b>Staffing:</b>		None directly			
<b>Decency Target:</b>		None directly			
<b>Governance:</b>		The Articles of Association must be adhered to. This demonstrates that the Board have made suitable arrangements			
<b>Risk Assessment:</b>		The Board must ensure stability of the group			

<b>Equality Impact Assessment</b>	
Function being assessed	Not completed as yet. If principles agreed assessment will be completed.
Section	
Date of assessment	
Person Responsible for assessment	
Is this a new or existing policy?	
If there are significant implications in terms of equality please append a summary report.	

## Consultation/Consideration:

	<b>Yes, No or N/A:</b>	<b>Name:</b>	<b>Date:</b>
<b>Sub-Committee:</b>	N/A		
<b>Area Panel:</b>	N/A		
<b>Task Groups:</b>	N/A		
<b>Ward Councillors:</b>	N/A		

## **Background**

1. The Board at their meeting in March asked the Officers to bring back proposals as to how terms of office for Board Members might be implemented.

## **Standing Orders**

2. It is proposed that the following amendment be made to the Standing Orders:
  - o The maximum term of office for individual (Tenant and Independent) Board Members will be three terms, with an overall maximum period of service for Members of nine years
3. Confirmation is still awaited from the Council as to whether such a clause could be made binding on Council nominees. However, the Council regularly reviews its nominees to various Boards across the City and therefore is obviously mindful of the need to ensure rotation.

## **Implementation**

4. Implementing the change is more difficult than agreeing the principle. Therefore the following points are important:
  - o The decision should not be implemented retrospectively;
  - o Succession planning is important and everyone leaving at the same time is not in the best interests of the organisation;
  - o There is a culture shift being proposed in that this is the organisation deciding how long a person serves on the Board rather than the individual themselves;
  - o As the Articles of Association require a third of the Tenant and Independent Members to retire each year there may be some instances where three year terms might not result; in these instances the total of nine years should be the controlling limit;
  - o The nine years should be aggregated over a Member's lifetime (avoiding a nine years on, one/two years off, cycle which flouts the principle of genuine turnover and renewal);
5. It is proposed to implement the maximum terms with effect from the AGM in October 2009.

6. In order to develop a pattern to start the process it is proposed that the Chair holds a discussion with each Member inviting them to indicate how long they would like to remain on the Board.

### **Recommendation**

7. The Board are asked to approve the principles for fixed terms of Board Membership and requests that the Chair holds discussions with each Member with a view to the Officers bring back a plan to ensure succession is properly managed.