

Presidential Commission into ICE Governance
Note of meeting with Past President Lord Robert Mair, Chair of ICE Nomination Committee
16 April 2019

Commission Members:

- David Orr (Chair) DO
- Claire Oliver CO
- David Porter DP
- Jean Venables JV
- James Stewart JS

DO welcomed Lord Mair to this special meeting of the Commission. He acknowledged Lord Mair's willingness to provide evidence to the Commission. As Lord Mair had international commitments on the dates of the formal Commission meetings of 20 February and 29 April, this special meeting of the Commission had been arranged with a subset of Commission members.

Lord Mair confirmed he was content for his evidence paper and the attachments to be published.

Lord Mair commented on his paper:

- Smaller Council is working well, focusing on the future of ICE and what the members want. Given a new lease of life for Council members and they are no longer burdened with procedural matters.
- NomCo working well, all recommendations from NomCo require Trustee Board approval and then go to Council for approval.
- Majority of NomCo are Council members.
- To date, NomCo has used a basic matrix of employment sector and engineering discipline. In future it will have job specs for individual Trustee positions to help NomCo identify candidates with the skills required by the Board.
- Keen to have a widest list of nominations as possible for the various positions considered by NomCo.
- Considers that there should be at least 6 members present in person at NomCo meetings and this may require a small increase in the number of NomCo members (8 to 12).
- Tenure of NomCo members is clear and so it is not self-perpetuating.
- The time requirement in the President's Terms of Reference of 3 to 4 days a month was decided by the Council in October 2015. It was to attract as wide a field as possible. This may need to be looked at as the practical reality is more than this. He agreed that the President's Terms of Reference should include engagement with UK Regions and International Areas.

DO asked about the value of other ICE members on NomCo over and above members of Council and Trustee Board. Lord Mair felt it necessary to show that it is not a closed shop. Also, while most most NomCo members will come from Council, some Council members may be candidates and so other ICE members may be required to provide sufficient numbers on NomCo.

DO: Asked if the majority of NomCo should come from Council, Lord Mair agreed.

DP: Asked how Trustees should be elected. Lord Mair said it could be by open election by the membership but, prior to election, NomCo would have to assess whether the candidates meet the requirements for the post in terms of skills, experience, diversity etc.

DP: commented on the relatively low take up from Council members applying to be a member of NomCo. CO shared her view that they focused on one person which left a few places left unfilled. It was also pointed out that some Council members may be candidates for the positions being considered by NomCo.

JS: Is choosing a succeeding VP different from choosing a trustee? Lord Mair agreed they need different skills and we should be recruiting to fill the skills gap. Lord Mair agreed that trustee board of say 12 should all be considered as equals, with each having their own portfolio.

JS: asked about electing someone as President who is not well-known. Lord Mair thinks that it is desirable to have someone with a profile rather than a loyal trooper.

DO talked about the risk of under-representing the time commitment for President. It could mean that the President does not have sufficient time available to undertake the duties, otherwise a Succeeding VP may drop out as happened recently. Lord Mair agrees that it unrealistic to present it as 3 – 4 days a month.

DP: There was a suggestion made at an evidence sessions that NomCo is a “shadowy” body due to the (necessary) closed doors discussion. Lord Mair said that the formalised procedure attached to his evidence paper makes it transparent. It was agreed that this is equivalent to a NomCo Annual Report and that this should be published.

DO concluded the meeting by thanking Lord Mair for his evidence.