

Nominations Committee

summary report on the Director Election

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Following the Governance Changes of February 2019 and the replacement of the Consultative Council the Director Elections held in 2021 was the first time IPSE's membership was able to vote for nominated candidates approved by NomCo on the basis of objectively assessed and demonstrable skills and experience that best met or exceeded the published skills and experience required for the director roles.

Previously, as may be recalled, candidates could be considered by the Consultative Council for election without NomCo's recommendation.

NomCo has begun a detailed review of the process to identify opportunities for further improvement and refinement both in terms of the process design (transparency and objectivity) and practical delivery.

A summary of our initial review is set out below. We would welcome comments and feedback from our membership.

We intend in the coming months to recommend to the IPSE Board a programme of review and improvement following the start of discussions with the Board. Naturally we will share any changes to the process with the wider membership.

For NomCo the imperatives are to design an inclusive, proportionate and efficient process that commands wide spread support within the membership, that is accessible and generates a rich, diverse pool of candidates that represents the wider membership.

In this regard NomCo is focused on a fair, objective and transparent process that is concentrated on the required skills and expertise to be an effective Director and NOT upon the intentions of individual candidates if elected.

This summary report is framed within this context. We hope you will find it helpful, thoughtful and a useful step in the further improvement of Director Elections

D G Hudson
Interim Chair of NomCo
5th May 2021

1. Background and overview

- 1.1 This was the first directors' election undertaken since the governance changes in February 2019. In particular for the Nominations Committee (NomCo) and the election process this meant:
- As the Consultative Council (CC) ceased to exist in 2019, this election was the first time IPSE's membership was able to vote for the nominated candidates.
 - NomCo is authorised to approve the candidates appearing on the ballot; this ballot - approval is focused on selecting those candidates who best met/exceeded the required criteria of skills and experience for the role of Non-Executive Director.

2. Timeline and resources

- 2.1 The election was carried out over a four-month period from November 2020 to the end of February 2021.
- 2.2 An external supplier Civica Election Services (CES) provided the election, nominations and ballot platform following a tendering process. This was another first as our elections for directors or CC members previously have been undertaken in-house. Feedback re CES has been very positive and the view of NomCo and IPSE staff was that using CES was cost effective and represented good value for money.

3. Nominations

- 3.1 There were 26 eligible applicants for this election, the highest number of nominations in IPSE's history which is a likely to be the result of the successful communications campaign developed by IPSE staff.
- 3.2 Several steps were carried out as part of the process to evaluate the suitability of candidates against the criteria for the role, and these were:
1. An independent evaluation and scoring of all candidates by the NomCo Panel. The Panel assessed and put forward those candidates who best matched the essential and desirable criteria detailed in the Candidate Briefing Pack.
 2. Structured interviews were undertaken with the longlisted candidates against the essential and desirable criteria.
 3. Five candidates were shortlisted by the NomCo Panel to go forward to the electorate.
- 3.3 Overall submissions were generally of a satisfactory to good quality and there was a cross section of sectors and occupations represented by the candidates.

3.4 A review of gender was completed, and Table 1 below shows the gender of candidates.

Table 1: Gender of Candidates.

	Male	Female
All Candidates (26)	18 (69.2%)	8 (30.7%)

3.5 For future elections, NomCo will request candidates complete a diversity monitoring form to capture data on protected characteristics (age, disability, ethnic background etc) and information re applicants' main sector(s) of operation, business model e.g. self-employed, limited company director etc.

4. Ballot and voting

4.1 There were 922 votes cast by 535 voting members (each member having 2 votes at their disposal but not all voters using both) out of a possible 14,534. This represents 3.68% of members voting in the election. This may seem to be low however compared to previous CC elections (where the membership voted for CC members) this is generally at the same levels.

4.2 There has been some member feedback regarding the lack of hustings for this ballot. NomCo will consider an hustings type event for future elections to enable members to engage and interact with the candidates.

4.3 The candidate feedback survey indicated there were problems with uploading documentation, further clarity is needed to be provided on what is expected, and advice is needed for the video. More work will be done by NomCo and the IPSE team to address these matters to make the candidate experience as easy and seamless as possible.