

**Cartrefi Cymunedol Cymru**  
**Community Housing Cymru**



# **Cynhadledd Llywodraethiant** **Governance Conference**

**March 8/9 Mawrth**

**Digwyddiadau • Events**

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**HUGH | JAMES**

Understanding law, understanding you



# Governance Review

**Julie Thomas**  
**Vice Chair**

# Today I Will Talk About

- Who am I
- Context at the time – Reality of being on a Board
- What started it all off?
- Task and Finish Group
- So what have we changed?
- Conditions for change
- Where are we now?
- Q&A, Discussion

# Who Am I?

- Vice Chair
- Board Member at Melin for about two and half years
- Retired from the NHS 3 years ago
- Former CEO of a Local Health Board – Accountable Officer
- Former Executive Director in an NHS Trust, Health Authority and LHB
- Worked with lots of Boards, all unitary , all open to the public.

# Context at the Time

- CEO of 17 years left
- New Chair
- New Vice Chair
- New CEO started Feb 2017
- New Chair of Audit and Assurance
- Several new Board Members starting

# Reality of Being on a Board

- Expectations on Board Members
- Skills Required
- Regulator and WG clear Boards expected to “Get a Grip”
- Regulation ramping up

# What Started It Off?

- Women Lead the Board
- 2017 CHC Governance Conference
- New CEO started
- Board session on governance
- Out of these came

**The List!**

# Task and Finish Group

- Chaired by the Chair of the Audit Committee
- Vice Chair
- Board Member who was new to the Board
- CEO
- Assistant Director Business Consultancy
- Commissioned work from external agencies
- Undertook internal reviews



# So What's Changed?

- Skills Based Recruitment to Board
- Reduced Board member numbers
- CEO and Deputy CEO to join the Board
- Terms of Office
- Bi Monthly Board meetings plus development sessions
- Fewer Board Committees
  - Audit and Assurance
  - Remuneration
- Company Secretary Role
- Payment of Board Members
- Portfolio Roles
- External review of Governance and Board Appraisal Process every three years

# Other Changes Arising

- Refreshed Vision and Corporate Strategy
- Revised Structure – Executive Directors through to new business divisions
- Task and Finish Group – Resident Engagement
- Prompted discussions eg Governance of subsidiary
- And the Changes will continue

# Where Are We Now?

- SGM to adopt new rules
- Following adoption need approval from Welsh Government, Regulators and Funders
- Task and Finish Group on Resident Engagement
- Anything within our gift has changed already
- Need to change the way we do Board Member appraisals

# What's Needed to do this?

- Acceptance that you can improve
- Understand no organisation is perfect
- Readiness for change
- Bit of Courage
- And finally

THE LIST

# Always Happy To Discuss

[Julie.thomas@melinhomes.co.uk](mailto:Julie.thomas@melinhomes.co.uk)

[Wendy.bowler@melinhomes.co.uk](mailto:Wendy.bowler@melinhomes.co.uk)

[Paula.kennady@melinhomes.co.uk](mailto:Paula.kennady@melinhomes.co.uk)

[Chris.edmundson@melinhomes.co.uk](mailto:Chris.edmundson@melinhomes.co.uk)



@julesblod @ChrisDoted @lisvane42 (Anne Haywood)

MelinSharon

[@melinhomes](https://twitter.com/melinhomes)

Thank You

Diolch yn fawr



**Diolch.**  
**Thanks.**