

To: REGENERATION SERVICES COMMITTEE		Subject: Appointments to the Board of Routes to Work Ltd and changes to the company's senior management structure
From: HEAD OF REGENERATION SERVICES		
Date: 17 February 2010	Rep: 1488	

1. Purpose of Report

- 1.1 The purpose of this report is to update the Regeneration Committee on the appointment of four directors to the Board of Routes to Work Ltd and changes to the company's senior management structure.

2. Background

- 2.1 Following a review of services to the unemployed, Routes to Work Ltd was established in October 2002 as the Community Intermediary Organisation delivering a range of employability services to unemployed residents of North Lanarkshire.
- 2.2 The company is limited by guarantee with charitable status and has two members - North Lanarkshire Council and CVS North Lanarkshire who are represented by category A Directors. There are also two Category B directors, one representing the College Consortium, and another bringing financial expertise to the board. The Council is represented by Councillor Curran, who is the company's chairperson, and by the Economic Development Manager.
- 2.3 Since 2002, the organisation has grown in size and stature, employing over 40 members of staff and operating out of four locations. Apart from delivering a "core" service as a strategic funding partner of the Community Planning Partnership, the company has delivered a range of other projects funded by a variety of funding sources, most recently this has included delivering services under Flexible New Deal through a dedicated team based at Airdrie Business Centre. The company has averaged assisting 1000 North Lanarkshire residents into employment each year, and even in the current economic climate it has helped 758 people into work between April and December 2009.

3. Board Recruitment

- 3.1 In the past, the company has been able to draw its board of directors from important local partners such as Scottish Enterprise Lanarkshire and Jobcentre plus, but due to changes in the economic landscape and commercial pressures these organisations are no longer represented on the board, hence the need to recruit new directors who could bring areas of expertise to the company.
- 3.2 Following an external recruitment drive in line with best practise, expressions of interest were received from individuals wishing to join the board, and the skills sets of these individuals were evaluated resulting in five people being interviewed with four recommended for nomination at the board meeting of the 8th December 2009 where their nominations were approved.
- 3.3 The four new appointments bring a range of experience to the board, including expertise in HR, experience of being a director of a similar organisation in Glasgow, knowledge of the construction industry and related training schemes, PR and marketing experience, IT and systems development expertise, knowledge of management development and strategy. Each

of these areas will assist the company to consolidate and grow in an increasingly commercial marketplace.

3.4 The four new directors are:

Kenneth Nicholson from Trust Housing Association

Tom McArdle who is a partner at Martec Engineering

Ken Newton who runs Newton PR

Stephen Docherty from CISCO Systems

3.5 A series of induction sessions have been set up for the new directors to cover such areas as local labour market information, the company's aims and objectives, company governance and OSCAR regulations, and the Routes to Work operating plan. These sessions will be facilitated by the company's Chief Executive and staff from North Lanarkshire Council and CVS North Lanarkshire.

4. Changes to the Senior Management Structure

4.1 Routes to Work has grown since its inception, and while it delivers a range of employability services on behalf of the North Lanarkshire Partnership, it also delivers Flexible New Deal and Flexible Jobs Fund services, and 16+ Learning Services which has seen the company grow to its current level of 47 employees.

4.2 Following the formation of an HR sub-group, an evaluation of the company's senior management structure has proposed that the current General Manager is promoted to Chief Executive and a second Operations Manager is recruited to the company, with both Operations Managers overseeing the delivery elements of the company as well as supporting the Chief Executive to develop new services and promote the organisation.

4.3 A new post of Finance and Office Manager is also being introduced to manage the Business Support Team and take full responsibility for all the financial and business support requirements of the company.

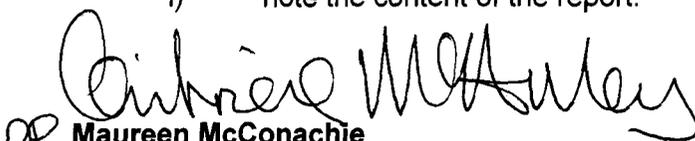
4.4 It is the opinion of the HR sub-group and the directors of the company that by making these changes the company will be in the best possible position for future growth by allowing workloads to be better distributed, and allowing the Operations Managers to take on budgetary responsibilities for their projects and be able to develop and improve the services they currently deliver.

4.5 All of the costs associated with the management restructure have been met from company reserves.

5. Recommendations

5.1 It is recommended that the Committee:

i) note the content of the report.


PP **Maureen McConachie**
Head of Regeneration Services