

# North Lanarkshire Council Report

## Enterprise and Growth Committee

approval  noting

**Ref** LMcM/EW

**Date** 04/02/21

## Re-Appointment of Directors to Routes to Work Limited 2021

**From** Lizanne McMurrich, Head of Communities

**Email** mcmurrichl@northlan.gov.uk **Telephone** 07939 280203

### Executive Summary

This report concerns the re-appointment of six Category B directors to Routes to Work Limited (RTW) who are reaching the three year limit on their appointment by the Council and are willing to be re-appointed.

### Recommendations

It is recommended that Committee approve the re-appointment of the six Category B directors referred to in section 2.2 to the Board of Directors of Routes to Work Limited.

### The Plan for North Lanarkshire

Priority Improve economic opportunities and outcomes

Ambition statement (11) Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion

## **1. Background**

- 1.1 Routes to Work's Board of Directors consists of up to ten members – two are Category A members appointed by North Lanarkshire Council (one is an elected member and one is a senior Council officer) and up to eight Category B directors, who bring specialist expertise to the company and are selected through a formal nominations procedure.
- 1.2 The Board of Directors is responsible for ensuring that Routes to Work's services are delivered in accordance with approved Service Level Agreements and charitable objectives. The Board meets quarterly to fulfil its governance responsibilities which include operational delivery and management, staffing, financial control and reporting, health and safety, performance monitoring and reporting and risk management. There are three formal sub-groups of the Board that meet regularly: Governance, HR, and Finance.

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## **2. Report**

### **2.1 Provisions of Articles of Association**

- 2.1.1 The Articles of Association of Routes to Work Limited include the following provisions in respect of the composition of the Board of Directors and the appointment of Independent Directors:

50.1 A maximum of 8 directors shall be Category B Directors who shall be appointed (after due consideration of the views of the board of directors) on the basis that:

50.1.1 they are representative of the community within the Operating Area; and/or

50.1.2 they have specialist skills or expertise which would be of assistance to the board.

64 Each office shall be held until the conclusion of the final meeting of the board of directors which is held within the third financial year which follows the date of appointment of an individual to the relevant office; a director whose period of office expires under this article may be re-appointed to that office under article 62 (providing he/she is willing to act).

- 2.1.2 Under the terms of Article 55 the Council may appoint any Category B Director (other than an officer, elected member or employee of the Council) in writing and signed by an appropriate officer with the guidance of the company's nominations sub-committee.

- 2.1.3 The re-appointment of the six Category B Directors listed below has been discussed and agreed at Routes to Work Ltd and it was agreed that the Council be approached to secure the necessary approval for these re-appointments. The six directors seeking re-appointment are:

Martin McGuire  
John McDougall  
Kenny Nicholson  
Robert King  
Malcolm Shannon  
Liz McCutcheon

- 2.1.4 Collectively these independent directors proposed for re-appointment have interests and/or experience in local community development and engagement, lifelong learning and skills, business development and support, HR, and law.
- 2.1.5 A short profile of each of the proposed independent directors for re-appointment is included in Appendix 1.

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### **3. Equality and Diversity**

- 3.1 Fairer Scotland Duty
  - 3.1.1 There are no specific impacts to note.
- 3.2 Equality Impact Assessment
  - 3.2.1 There are no specific impacts to note.

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### **4. Implications**

- 4.1 Financial Impact
  - 4.1.1 There are no financial implications for North Lanarkshire Council.
- 4.2 HR/Policy/Legislative Impact
  - 4.2.1 There are no HR/Policy/Legislative impacts linked to this report.
- 4.3 Environmental Impact
  - 4.3.1 There are no environmental impacts linked to this report.
- 4.4 Risk Impact
  - 4.4.1 There are no risk impacts for North Lanarkshire Council.

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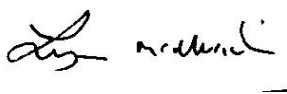
### **5. Measures of success**

- 5.1 Routes to Work Limited continues to utilise the experience and support of its independent directors.

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### **6. Supporting documents**

- 6.1 Appendix 1 – Profile of Category B Directors Proposed for Re-appointment to Routes to Work Limited Board



**Lizanne McMurrich**  
**Head of Communities**

**Profile of Category B Directors Proposed for Re-appointment to Routes to Work Limited Board**

1. **Martin McGuire** – Scotland Director, Worldskills UK.
2. **John McDougall** – Entrepreneur, Chairman of Safehinge Primera & owner of a number of micro-business across Scotland & North of England
3. **Kenny Nicholson** – Owner/Manager of Guardian People Solutions, an independent HR support, recruitment & advisory service
4. **Robert King** – Solicitor, Advocate & Partner at international law firm, Clyde & Co. LLP
5. **Malcolm Shannon** – Managing Director of a not-for-profit social enterprise and former Managing Director of a number of successful management consultancy and IT businesses.
6. **Liz McCutcheon** – Chief Executive, Business Gateway Lanarkshire.