



CIWEM

The Chartered Institution of Water
and Environmental Management

March 2007

Dear Colleague

CIWEM Governance Review Consultation

Thank you for responding to the recent consultation on the governance review and proposals for change. Your comments have been really helpful in developing our view of the way forward as CIWEM seeks to meet its charitable purpose under charity law and to become a modern, enterprising professional body. All the comments we received have been carefully considered by the Governance Task Group (GTG) appointed by Council to review the constitution. I want to tell you how the review has been modified as a result of the consultation and what the Task Group will be recommending to Council at their next meeting in May.

Firstly, there was overwhelming support for a change in the governance of the institution and the need to amend CIWEM's Royal Charter and Bye-laws. There is broad agreement with the need to reduce the size of the governing body so that it can be more focussed and responsive to changing needs, and more in proportion to the size of the Institution. We will therefore proceed with proposals for a new Trustee Board that is smaller than the present Council of over 40 Trustees.

Having a smaller Trustee Board of around 15 Trustees means we will expect a bigger contribution from each Trustee and the make up of the body is especially critical. The Board needs to be "fit for purpose" and have on it the skills needed to run a modern organisation - legal, financial, HR and so on, as well as a spread of the many technical areas that our members now work in. We will also ensure a good representation of both genders and other unrepresented groups. For this reason the consultation proposal allowed for selection of Trustees and the mechanism by which this is achieved prompted a lot of interest.

We have listened to the comments of some members that without a transparent and verifiable process the Trustee Board could become self-perpetuating with the membership having no say in the appointment of Trustees. This was never our intention so we have therefore clarified and modified the proposals to provide members with a greater say in the make-up of the Board. The process we will put in place is to identify what skills and attributes are needed, advertise to all members what vacancies exist, and establish an independent Appointments Panel that would make recommendations for ratification by members at the AGM. This will provide CIWEM with the opportunity to get the right skills onto the Trustee Board, whilst providing the membership with the opportunity not only to

stand for the Board but also ensure only Trustees in which members have full confidence in are on it. So any member applying to become a Trustee would need the support of two Corporate members who are not Trustees.

In terms of transition from the present large Council to the new smaller Board, we will minimise the number of existing Trustees eligible for a place on the new Board, probably no more than five. This will provide some continuity while giving other members the opportunity to apply for a place on the new Board. It will also refresh the composition of the new Trustee Board and reap the benefits of a more focussed governing body.

There were mixed views on the proposed Assemblies. Several respondents thought they would be good if they could be made to work as part of a wider event, while others wondered whether members would attend them because of the constraints on time and travel. I feel they would be a very useful means of communication within CIWEM and there is scope for making them attractive events for members to attend. We will seek to make them a success and possibly involve the Branches so that they can be held in different geographical locations.

Several responses expressed concern that liaison with Branches and Groups would be weakened. This is not part of our thinking and we do not want that to be the case. We have modified our proposals to ensure that each Trustee on the Board is allocated a Branch and Group whose interests they would represent, providing an essential communication link with Trustees and vice versa. This would give each Branch and Group a strong voice on the Trustee Board whilst ensuring that each Trustee has a firm grounding in the issues at Branch and Group level. We will also strengthen the role of the Branch Chairs and Secretaries meetings to maximise the opportunities for communication.

With these modifications and clarifications on issues of principle, I think the proposals now form an excellent base for CIWEM to move forward on. They will allow us to become more agile and responsive whilst strengthening our governance and the links between the many and various parts of the Institution. With Council approval we will write up these modified proposals and include the details needed for members to make a fully-informed decision at the AGM.

I am really grateful that you took the time to respond to the consultation and I think the responses have strengthened the proposals enormously. I am excited by the prospect of transforming CIWEM into a focussed organisation fit to lead water and environmental management into the future.

Yours faithfully

A handwritten signature in black ink, appearing to be 'B. Sargent', followed by a long horizontal line extending to the right.

Bob Sargent
President