

GOVERNANCE AND SUSTAINABILITY COMMITTEE



Purpose

The Governance and Sustainability (G&S) Committee is responsible for supporting the Board to ensure effective overall performance of the Institute. The Committee is tasked with continuously evaluating and making recommendations that would ensure that iHRSL is functioning appropriately and efficiently.

The Governance and Sustainability Committee will essentially perform an advisory role to the Board; however, in the absence of a current Board, the Committee will act as the iHRSL Board during the transition period.

Primary Remit

- Develop and recommend policies and procedures to ensure effective governance policies and practices are in place, and recommend revisions as required. Focus on such practices in ensuring transparency, accountability and management oversight.
- Responsible for monitoring the activities of the membership committees ensuring they align with the vision of iHRSL. This may also include periodic review of adequacy and effectiveness and in turn making recommendations appropriately for necessary adjustment or review.
- Provide added assurance that iHRSL is working effectively toward furthering its mission, vision and objectives.
- Devise ongoing systems for educating, evaluating, and promoting Board members, creating an environment in which Board members must continually display active dedication to the Institute's goals.
- Evaluate the effectiveness of iHRSL's policies, tools and programmes.
- Evaluate the role of iHRSL in society, including community engagement policies and the overall engagement with increase of membership body.
- Review and endorse the Board's sustainability targets.

These will be managed by the following underlying principles and values:

- A focus on strategic and policy leadership.
- Clear distinction of Committee and Board roles and ensuring alignment across all.
- Encouragement of diversity in viewpoints.
- Collective, rather than individual viewpoints.

Selection to the Committee:

- The G&S Committee shall consist of no less than three and no more than six members, some of whom will also be Board Directors.
- Each individual selected should possess experience and skills required for the Board.
- There should be representation from all committees within the G&S Committee.
- The composition of this committee shall be reviewed every two years.
- A majority of the members of the G&S Committee shall elect the Chair.
- A member of the G&S Committee may be considered lapsed and removed from the Committee if they fail to attend three consecutive committee meetings, or if a request to be removed is approved by the Board.
- If the Committee members wish to continue and the Board approves their appointment, there shall be no limit to the number of terms they may sit.

Quorum:

- Quorum of three for a meeting to be held. All members must be present at meetings where key decisions or recommendations are to be made.
- Decisions to be made based on majority vote on such occasions.
- All decisions and/or recommendations to be made in writing to the Board for approval.

Meetings:

- Meetings should be held every two months at minimum, or more frequently as required.
- Meetings can be held in person, online, or through teleconference.