

26 March 2023



Public Interest Members Report 2023



Introduction

The duties of Public Interest Members of Council (PIMs) are to bring an independent perspective to the work of ICAS and to ensure that the profession operates in a transparent manner and to the highest ethical standards. Their duties are like those of Non-Executive Directors in the private sector.

We are also closely involved in the governance of the organisation. We meet regularly on our own to share views and perspectives, but also to consider emerging issues and risks to the organisation. We also meet the Office Bearers and the CEO ahead of every Council meeting.

With the addition this year of a fifth PIM, we are represented on almost all ICAS Boards and Committees. We also Chair the Regulation Board and Presidential Nominations Committee.

We note that the 'Triumvirate' of Office Bearers continue to work as a collaborative team, ensuring continuity within that group.

We also acknowledge the work of the Strategic Governance Group in ensuring that the ICAS 2030 strategy is successfully embedded.

The new members of the senior management team are now well settled in and continue to make key contributions. A new finance system was successfully implemented during the year. The Learning team have made substantial progress in the Education Reform activity, and this is to be applauded.

Regulation continues to be a challenge, with continuing uncertainty about the Government's plans for the future. Meanwhile, with significantly increased resources, the various regulators are imposing increased demands not just on ICAS and its members, but on all the other bodies in the sector. Some sense of proportionality is required until the overall picture becomes clearer - which may be some time away.

We highlight here a number of areas of concern in the short to medium term. We would expect to maintain a clear focus on these in the coming year.

- Care must be taken that work on the revised Education Reform programme is not delayed.
- Despite significant investment, the level of member satisfaction remains below the organisation's ambitions.
- Staff turnover, although decreasing, remains higher than desirable, with challenges in recruitment remaining. This is a widespread issue across many sectors, and it requires continued focus in the coming year.
- We would like to see, as a matter of priority, the development of a corporate approach to succession planning across the organisation.
- Now that the constraints of the Covid pandemic have dissipated, there should be similar priority on revising the current working practices.
- Despite earlier work, there needs to be further clarity of the ICAS committee-based governance structure.

The PIMs during the period January 23 to January 24 were:

Colin McClatchie (Lead)

Bruce Beveridge

Lin Homer

Philip Rycroft (Resigned 1/9/23)

Ana Stewart


Kenneth Thomson (Appointed 1/1/24 Resigned 31/1/24)




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