

Dec 2013 (HWL).

The nomination committee would need to recruit new directors for the board considering the experience and knowledge of the new members. Besides that, the committee will also be responsible to ensure that the directors are remunerated effectively. The committee also need to ensure the members within the board are made up of diverse background.

The nomination committee would need to recruit new directors at below mkt rate. This is essential as the org obj is charitable in nature. The nomination committee would need to identify or attract director who has the same goal or ethical belief as HWL, this would enable the director to carry out his/her work effectively.

Nomination committee needs to ensure diversity in the board, thus the recruitment should ensure the new members are from diverse backgrounds to comply with govt requirements and fit the diverse culture of the org.

Another aspect for the nomination committee to consider is the experience requirement of the directors especially experience in charitable org as HWL is a charitable org.

As HWL is only 40% supported by the govt, thus the director need to be one that is able to attract funding for the activities of HWL to be carried out. The nomination committee need to consider the potential directors experience in this aspect.

(b)

Diversity on the board will bring views and opinions from people of different cultural and ethnic background. hence ensuring that decisions made serves the best interest of the community it is serving.

As part of local govt requirement for diversity to continue receiving funding from local govt. Thus the issue of diversity is important to HWL as govt made up of 40% of its funds.

Diversity in the board provide greater representation of local community, this will benefit HWL as they will have donor from all community rather than a group of the community.

Diversity on the board ensure wider talent pool, thus this will make HWL more effective in carrying out its activities. Thus, the community will benefits from more effective rollout of activities by HWL as funds are used more effectively.