

STATES OF JERSEY



PUBLIC EMPLOYEES CONTRIBUTORY RETIREMENT SCHEME COMMITTEE OF MANAGEMENT: MEMBERSHIP

**Lodged au Greffe on 18th November 2015
by the Chief Minister**

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

to approve, in accordance with Regulation 3(2) of the Public Employees (Contributory Retirement Scheme) (General) (Jersey) Regulations 1989, the appointment of the Committee of Management, for a period of 3 years commencing 1st January 2016, as follows –

Employer Representatives

Mr. Scot Laing
Mr. Stuart Lusby
Mr. Terence Augustine Le Sueur, O.B.E.
Mr. John Frederick Mills, C.B.E.
Mr. Steven Warner

Employee Representatives

Mr. Gary Birbeck
Mr. John Fosse
Mr. Mark Johnson
Mr. Thomas Querns
Mr. Mark Richardson
Ms. Barbara Ward.

CHIEF MINISTER

REPORT

The Regulations provide that a Committee of Management will be established which shall have and exercise all such powers, authorities and discretion as are vested in it by the Regulations governing the scheme.

Under the Regulations, the membership comprises 6 employer representatives and 6 member representatives, or such greater equal number as may be determined from time to time by agreement between the Chief Minister and the representative associations. The proposed membership is for 6 on each side. There is currently an employer representative vacancy which will be filled in the near future.

Three of the employer representatives are chosen by the Chief Minister, and these are –

- Mr. S. Laing
- Mr. J.F. Mills, C.B.E.
- Mr. S. Lusby.

The remaining 3 of the employer representatives are chosen by the Minister for Treasury and Resources, and these are –

- Mr. S. Warner
- Mr. T.A. Le Sueur, O.B.E.
- (Vacant position).

The member representative nominations have been submitted by the Public Employees' Pension Scheme Joint Negotiating Group.

Financial and manpower implications

There are no financial or manpower implications for the States arising from the adoption of this proposition.

Employer Nominees

Mr. Scot Laing

Mr. Laing has 20 years' experience in the financial services industry, having graduated (B.A. Hons., Business Law and Finance) from Strathclyde University in Glasgow. He started his career in the UK working with a small actuarial firm, and then the financial planning division of a "big four" accountancy firm, where he was involved in working with pension fund trustees to formulate investment strategies. After 4 years in the UK he moved to Jersey, working mainly in private banking, where he was the investment 'gatekeeper' and Head of the Investment Committee for a local trust company. He also spent 3 years seconded to Qatar, working with investment professionals within the Sovereign Wealth Fund and local pensions authority to formulate investment plans. He is now director and head of investment within a local wealth management business.

In the last 5 years, he has been primarily engaged with local trust companies across Jersey, Guernsey and the Isle of Man, developing investment business through conducting regular market update presentations and improving trustee awareness of investment issues and the potential solutions.

He is a Chartered Fellow of the Chartered Institute of Securities and Investments, holds the Investment Management Certificate, Financial Planning Certificate and the Advanced Taxation of Trusts qualification. He also holds the Private Clients Investment, Advice and Management Certificate, level 6 qualification.

Mr. Terence Le Sueur, O.B.E.

Mr. Le Sueur will be known to Members as a former States Member with particular experience in the field of pensions generally. He brings considerable experience to this role from a variety of perspectives. Having previously been a member of the States Employment Board, and latterly its Chairman, he has an understanding of employer needs in this area.

As President, for several years, of the Employment and Social Security Committee, and more latterly with the Treasury function, Mr. Le Sueur has had many years' practical experience in the analysis of actuarial advice and valuations relating to pension schemes, and is well up-to-date with current thinking in these matters. He was also involved as a political representative on various fund investment sub-committees. Previously, Mr. Le Sueur spent many years as a practising Chartered Accountant before retiring in 2000.

Mr. Le Sueur has the requisite experience, skills and background to act in the capacity of representative of the Employer's side of the Public Employees' Contributory Retirement Scheme Committee of Management.

Mr. Stuart Lusby

Mr. Lusby is a double qualified Accountant with over 33 years' post-qualification experience in a broad variety of financial, support services and management roles; he also possesses a Master's degree in Business Administration. He joined Jersey Hospice Care as Finance Officer in 2011 after enjoying a successful 25 year career in senior roles with the States Treasury and Public Services Department. In the last 6 years of his States career he was responsible for the delivery of the pensions administration service to the Scheme's Committee of Management. He has several years' direct experience of the Scheme, possesses a good understanding of the issues and challenges facing it, and has established relationships with many of the key stakeholders. He became an employer representative in late 2011 and is currently the Chairman of the PECRS Audit Sub-Committee.

Mr. John Mills, C.B.E.

Mr. Mills' 33-year public service career, until his retirement in 2007, included appointments as Director of Rural Policy at the Department for Environment, Food and Rural Affairs; as Chief Executive, Policy and Resources, States of Jersey; and as Chief Executive of Cornwall County Council. Earlier in his career, his roles in the UK Home Civil Service included Director of Consumer Affairs at the Office of Fair Trading; and a 3-year spell as a member of the Prime Minister's Policy Unit, serving both Margaret Thatcher and John Major. He also spent 5 years in the 1980s on secondment to the Government of Hong Kong.

Mr. Mills is a non-executive director of Ports of Jersey Ltd., and of the Channel Islands Financial Ombudsman. He is also a Tax Commissioner of Appeal and Chairman of the States Members' Remuneration Review Body.

He studied at the University of Oxford, where he attained a 1st Class Honours degree in Modern History in 1971, subsequently being elected as Domus Senior Scholar at Merton College.

Mr. Steven Warner

Dip PFS – Rossborough Financial Managing Director & MLRO. Mr. Warner has 28 years' experience working in both the UK and Channel Islands financial services industries. Having completed his initial training working with a number of independent financial services organisations in the UK, he joined a firm of accountants, where he helped develop their investment and tax planning services before moving to National Westminster Bank Financial Planning Services.

He moved to Jersey in 1994 to join Shepherd Insurance Brokers, where he specialised in corporate financial services including employee benefits and occupational pension schemes, and was appointed a Director of the Company in 1998. He was instrumental in Shepherds being the first Independent Financial Adviser to secure JFSC authorisation to act as Pension Drawdown Manager, and is recognised by the Regulator and Comptroller of Income Tax as a leading practitioner in this specialist area.

Following the acquisition of Shepherds by Alexander Forbes, Mr. Warner was appointed a Director and Head of Financial Services in Jersey before resigning to join Rossborough Financial Services Limited in 2005.

He is a Member of the Personal Financial Planning Society and holds the Advanced Financial Planning Certificate, including the specialist G60 Pensions qualification. He was a founder member of the Jersey Association of Pension Fund Trustees, and also a member of the Working Party set up to review and advise the States on changes to Jersey's pensions legislation and regulations.

Employee Nominees

Mr. Gary Birbeck

A Solutions Architect employed by JT since 1978, Mr. Birbeck is the pension representative for the GMB. He is the Secretary of the Public Employees' Pension Scheme Joint Negotiating Group (JNG), and has been a member of the PECRS Committee of Management from 2003 to date.

Mr. John Fosse

Born in Jersey and educated locally at St. Martin and Grainville Schools. Mr. Fosse spent 5 years in the finance industry, and after taking a year out travelling, worked for 5 years for A.E. Smith & Son before moving to the Prison Service, where he has worked since 1998 and currently holds the rank of Unit Manager. One of the Founders of the "Prison! Me! No Way!" Jersey charity, he was previously the Vice-Chairman of the Jersey Prison Officers' Association and has been on the Joint Negotiating Group since 2002.

Mr. Mark Johnson

Employed by the Fire and Rescue Service for 30 years, Mr. Johnson is currently responsible for all Corporate and Support functions. A former member of the Jersey Fire and Rescue Service Association, Mr. Johnson is the Chairman of the Public Employees' Pension Scheme Joint Negotiating Group (JNG). Mr. Johnson was first appointed to the Committee of Management in 2009 and sits on the Ill-Health and Communications Sub-committees.

Mr. Thomas Querns

Mr. Thomas Querns has been employed by the States of Jersey for 23 years. Prior to this, he served an indentured apprenticeship in structural steel at Thomson Cochran Boilermakers. He moved to Jersey in 1983 and has worked as a Maintenance Technician and more recently as a Fitter/Operator in the Thermal Treatment Plants. He has been a member of the Joint Negotiating Group (JNG) since 2008. He is Chairman of the technicians' branch of Unite.

Mr. Mark Richardson

Mr. Richardson was born in Jersey and educated at Plat Douet School, Victoria College Prep and Victoria College. He has a B.A. degree from the University of Reading and a Master's degree from the University of Warwick. He also studied at University College London.

Mr. Richardson returned to Jersey in 2007 after working in the UK for 18 years. He worked in London for Incomes Data Services (IDS) – an independent research organisation providing information and analysis on pay, HR policy and practice, employment law and pensions. When he left IDS to return to Jersey, he was editor of IDS HR Studies. At IDS he was an employee trustee of the pension scheme, and following the acquisition of the company by the Thomson Corporation (now Thomson Reuters) he was a member-nominated director of the Thomson Pension Trust.

Before taking up his current role as Assistant Director of Communications, Policy and Ministerial Support at Health and Social Services in March 2015, Mr. Richardson was a Policy Principal at the Social Security Department. He is a member of the Jersey Civil Service Association branch of Prospect, and was formerly a member of its executive. He is a member of the Public Employees' Pension Scheme Joint Negotiating Group, and as Chairman of the Group until early 2015, he took a lead role in the negotiations around the new CARE scheme.

Mr. Richardson was appointed to the Committee of Management in May 2010 and is a member of the Investment Sub-committee. He is also a member of the Technical Working Group that reviewed the proposed legislation governing the new public sector pension arrangements.

Ms. Barbara Ward

Ms. Ward has been in Jersey since January 1979, gained her nursing qualifications in the UK and Jersey, and attained her MSc. from the University of Manchester. She was previously a long-serving States employee of over 35 years, employed in the Health and Social Services Department, originally as a nursing professional, then as a civil servant until 2011. Ms. Ward was originally involved with the Nurses' Federated Pension Scheme, prior to that Scheme becoming a part of the PECRS, and was first appointed to the Committee of Management in 1990. Ms. Ward remains associated with the Jersey Civil Service Association branch of Prospect, and is a member of the Public Employees' Pension Scheme (PECRS) Joint Negotiating Group.