
STATES OF JERSEY



JERSEY EMPLOYMENT TRIBUNAL: EXTENSION OF MEMBERS' TERMS OF OFFICE

**Presented to the States on 1st May 2012
by the Minister for Social Security**

STATES GREFFE

REPORT

Background

In addition to a Chairman and a Deputy Chairman, 16 Side Members may be appointed to the Jersey Employment Tribunal; up to 8 'employee' Side Members and up to 8 'employer' Side Members.

In 2005, the States approved the appointments of the first 14 members of the Employment Tribunal. Those terms were offered on a staggered basis, varying between one and 5 years, to ensure that the terms of those appointed did not expire on the same day, to provide continuity in the composition of the Tribunal.

The Employment Tribunal (Jersey) Regulations 2005 (as amended by the Employment Tribunal (Amendment No. 2) (Jersey) Regulations 2011), provide that members are appointed by the States for an initial term of up to 5 years. A member's term of office may be extended by the Minister, after consultation with the Jersey Appointments Commission.

The Jersey Appointments Commission's 'Code of Practice for Appointments to Autonomous and Quasi-Autonomous Public Bodies and Tribunals' states that "*it is recommended that the term of office of a member should not exceed 10 years.*".

Extended terms of office

Two Side Members whose terms on the Employment Tribunal would expire on 30th June 2012 have each requested that their term of office be extended to a total of 10 years. The Chairman of the Jersey Appointments Commission has agreed that the terms of office should be extended as requested.

Mr. Alan Hall retired from his position as an Internal Auditor for the Jersey Electricity Company in 2007 and has previously acted as Chairman and Secretary of the trade union Prospect. Mr. Hall has served 7 years as an Employment Tribunal Side Member and his term of office will be extended to 30th June 2015.

Mrs. Susan Armes is the Human Resources Director of the Seymour Hotels Group and a Fellow of the Chartered Institute of Personnel and Development. Mrs. Armes has served 7 years as an Employment Tribunal Side Member and her term of office will be extended to 30th June 2015.