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# STATES OF JERSEY



## JERSEY APPOINTMENTS COMMISSION: COMMISSIONER APPOINTMENTS

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Presented to the States on 30th September 2021  
by the Chief Minister

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STATES GREFFE

**REPORT**

THE States Assembly are notified of the following appointments to the Jersey Appointments Commission.

- (i) In accordance with Article 18(1) of the employment of the States of Jersey Employees (Jersey) Law 2005, which is concerned with the appointment to the Jersey Appointments Commission, to extend the appointment of the Right Honourable Dame Janet Paraskeva as Chairman of the Jersey Appointments Commission until 31st March 2022.
- (ii) In accordance with Article 18(1) of the employment of the States of Jersey Employees (Jersey) Law 2005, which is concerned with the appointment to the Jersey Appointments Commission, to extend the appointment of Peter Charalambous as a Commissioner until 31st March 2022.
- (iii) In accordance with Article 18(1) of the employment of the States of Jersey Employees (Jersey) Law 2005, which is concerned with the appointment to the Jersey Appointments Commission, to appoint Katherine Wright as a Commissioner for a term of three years, expiring on 13th September 2024.

**Background**

1. Dame Janet Paraskeva was appointed as the Chairman of the Jersey Appointments Commission (JAC) in September 2014 by the Chief Minister following a proposition to the States Assembly (P.147/2014). Re-appointment was confirmed by a Ministerial Decision (R.117/2018).
2. A draft Proposition is to come to the States Assembly in the Autumn proposing changes to the Jersey Appointments Commission. This follows recommendations of the Comptroller and Auditor General to make the functions of the Jersey Appointments Commission independent from the control and oversight of the States Employment Board.
3. To allow for the Proposition to be drafted and debated, the extension of the existing Chair and a Commissioner will allow for the JAC to continue business until the envisaged date of the successor body to the JAC coming into being.
4. A vacancy has arisen for a Commissioner. Following an open recruitment process Katherine Wright has been proposed as the Commissioner. The States Employment Board have agreed this appointment.

**About the Jersey Appointments Commission**

5. The function of the Jersey Appointments Commission is set out in Part 4, Article 23 of the Employment of States of Jersey Employees (Jersey) Law 2005, and is to oversee the recruitment of States' employees or States' appointees so as to ensure that, as far as practicable:
    - the recruitment is fair, efficient and conducted in accordance with best practice principles and procedures;
    - appointments are made on merit;
    - members of the States are only involved in the recruitment of States' employees and appointees in accordance with codes of practice or guidelines.
  6. The JAC has issued Recruitment Guidelines and other policy advice, which is available on the Internet.
  7. An Annual Report is prepared each year and presented to the States Employment Board before being presented to the States Assembly by the Chief Minister.
  8. The JAC consists of a Chairman and up to 5 Commissioners, appointed for a period of up to 9 years. The current membership is as follows:
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| <b>Name</b>                   | <b>Role</b>                      | <b>Appointed</b>  | <b>Re-appointed</b>                            | <b>Term Expires</b> |
|-------------------------------|----------------------------------|-------------------|--|---------------------|
| Rt. Hon. Dame Janet Paraskeva | Chairman                         | 24 September 2014 | 24th September 2018                            | 23rd September 2021 |
| Mr. Peter Charalambous        | Commissioner and Deputy Chairman | 18th January 2018 | -  | 31st January 2022   |
| Mrs. Jennifer Carnegie        | Commissioner                     | 18th January 2018 | Position vacant on resignation of Commissioner | 31st January 2022   |
| Mr. Simon Nash                | Commissioner                     | 1st October 2019  | -  | 30th September 2022 |
| Ms Helen Ruelle               | Commissioner                     | 30th April 2019   | -  | 29th April 2022     |
| Jo Waring-Hockley             | Commissioner                     | 1st November 2019 | -  | 31st October 2022   |

### **Selection of a Commissioner**

Following the resignation of a Commissioner before the end of their term of appointment, the Jersey Appointments Commission has undertaken an open recruitment process.

Upon confirmation by Ms. Carnegie that she wished to step down as a member of the Commission a process was begun for the recruitment of a new Commissioner. The role was advertised in the JEP in May 2021. Nine applications were received, and three candidates were shortlisted.

Two of the shortlisted candidates continued and were interviewed by a panel that included the Connétable of St. Lawrence, Dame Janet Paraskeva, Mr Peter Charalambous and Ms. Jo Waring-Hockley. Following the interviews, the unanimous decision of the panel was to offer the role to Ms. Wright.

Ms. Wright has extensive experience gleaned from her career in HR functions. She has progressed through the Learning & Development department at Ernst & Young to become an employee relations and diversity manager before moving to Lloyds of London and taking up a position as Head of Human Resources Business Partnering. She is employed as a Director of Arbre Coaching & Consulting Ltd which she established in 2008 as well as acting as the Co-Founder of The Diversity Network. Katherine is CIPD qualified and a member of the Coaching Academy.