

STATES OF JERSEY



JERSEY APPOINTMENTS COMMISSION: APPOINTMENT OF COMMISSIONERS

Lodged au Greffe on 30th March 2015
by the Chief Minister

STATES GREFFE

PROPOSITION

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

in accordance with Article 18(1) of the Employment of States of Jersey Employees (Jersey) Law 2005, to appoint the following persons as Commissioners of the Jersey Appointments Commission, each appointment being for the period stated against their name in the table below –

New appointments

| | |
|------------------------|---------|
| Mr. Richard Plaster | 3 years |
| Ms. Louise Read | 4 years |
| Mrs. Jennifer Carnegie | 4 years |

Re-appointment

| | |
|-----------------------------|------------|
| Professor Ed Sallis, O.B.E. | 18 months. |
|-----------------------------|------------|

CHIEF MINISTER

REPORT

Introduction

Under Part 4 of the Employment of States of Jersey Employees (Jersey) Law 2005, The Jersey Appointments Commission is established. The Commission consists of a Chairman and not more than 4 other Commissioners. The purpose of this proposition is in reference to paragraph 18(1) of this Law, under which the Chief Minister wishes to appoint 4 Commissioners.

An open and robust recruitment process was conducted and, on 23rd March 2015, the States Employment Board agreed to recommend the appointment of 3 new Commissioners and the re-appointment of an existing Commissioner. The persons selected and their periods of appointment are –

| <i>Name</i> | <i>Period of office to date</i> | <i>Duration of this appointment</i> | <i>Expiry date</i> |
|-----------------------------|---------------------------------|-------------------------------------|--------------------|
| Mr. Richard Plaster | nil | 3 years | 2018 |
| Ms. Louise Read | nil | 4 years | 2019 |
| Mrs. Jennifer Carnegie | nil | 4 years | 2019 |
| Professor Ed Sallis, O.B.E. | 2 years | 18 months | 2016 |

Background

Currently the membership of the Jersey Appointments Commission and the expiry dates for their periods of office are –

| <i>Name</i> | <i>Role within the Commission</i> | <i>Period of office to date</i> | <i>Expiry date</i> |
|-----------------------------|-----------------------------------|---------------------------------|--------------------|
| Dame Janet Paraskeva | Chairman | 6 months | Sep. 2018 |
| Mr. Kenneth Soar | Commissioner | 8 years | April 2015 |
| Mr. Julian Rogers | Commissioner | 6 years | April 2015 |
| Mr. James Morris | Commissioner | 5 years | April 2015 |
| Professor Ed Sallis, O.B.E. | Commissioner | 2 years | April 2015 |

The Employment of States of Jersey Employees (Jersey) Law 2005, Part 4, allows for Commissioners to serve a maximum of 8 years. Current Commissioners eligible for re-appointment were entitled to apply.

The Appointments Panel comprised Connétable J. Gallichan of St. Mary, the Rt. Hon. Dame Janet Paraskeva, Chair of the Jersey Appointments Commission, and Mr. Richard Stevens, Director of Human Resources and Executive Officer to the Jersey Appointments Commission.

An open, transparent and robust appointments process was conducted in accordance with the Appointments Commission's Code for Recruitment to Autonomous and Quasi-Autonomous Bodies and Tribunals. There was a local advertisement placed in the Jersey Evening Post and the vacancy notice was posted on the States of Jersey government website. The search for candidates was supported by a local agent, Rosy Dessain, and Charles Clarke of Thomas and Dessain.

At the onset of the recruitment process, the Panel determined that it would seek to appoint as diverse a field of Commissioners as possible, and the recruitment campaign was planned with the aim of achieving this.

Twenty-nine people applied for the role and, on 24th February, the Panel reviewed all applications and shortlisted 8 candidates to be invited to an interview. One of the current Commissioners applied and was shortlisted. One candidate subsequently withdrew her application. As part of the interview process, candidates wrote a report on a proposed audit procedure the Jersey Appointments Commission plans to introduce.

The Appointments Panel held interviews with the 7 candidates on 2nd, 3rd and 4th March 2015, and concluded that 5 candidates were suitable for appointment.

The candidates selected for appointment have a range of experience, including previous involvement in local independent bodies at a senior level, strong Human Resources experience, knowledge of the States, audit expertise and excellent transferrable general skills.

Successful candidates

Richard Plaster

Richard is a Chartered Fellow of the Chartered Institute of Personnel and Management and a Chartered Director of the Institute of Directors.

He is currently a Director of Law at Work C.I. Ltd. and was previously the Commercial and Human Resources Director at Jersey Electricity.

Richard is an experienced Chartered Director, Human Resource professional and accredited Dispute mediator, with significant strategic, operational, human resource and commercial leadership experience. He has wide experience in the fields of public relations and media, business and government. Richard previously served 3 years as Deputy Chairman and 3 years as Chairman of the Jersey Employment Forum, and 5 years as Chairman of the Jersey Skills Board.

Louise Read

Louise is a Fellow of the Institute of Chartered Accountants and holds the Institute of Directors' Certificate and Diploma in Company Direction. She trained in accountancy at PricewaterhouseCoopers Jersey and held the position of Group Financial Accountant at Jersey Post.

Louise is currently the Director and Secretary to the Board of the C.I. Competition and Regulatory Authorities and is an experienced Board Director with skills in strategy development, corporate governance and risk management. As a former Finance and Operations Director, Louise has experience in key decision-making in complex regulatory and political environments, as well as developing teams, implementing strategy and organisational transformation.

Jennifer Carnegie

Jennifer is a senior global director with experience in the development and management of talent across diverse geographies, cultures and businesses. She has insight into the critical interaction between learning and development and business performance, founded on commercial and operation experience. Her expertise spans project stakeholder and resource management, combined with tactical leadership.

Jennifer is currently a Director and Co-Founder of Amicus Ltd., a global strategic leadership consultancy. She was previously the Global Director for Mars Incorporated, and set up Mars Corporate University, working closely with its Chairman. In the past, Jennifer was an NVQ Assessor, an 'Investors in People' Assessor, and a part-time lecturer teaching business studies, business law and international marketing.

Jennifer is returning to Jersey from Bermuda, to join her husband Joe, who is the Emergency Planning Officer for the States.

Professor Ed Sallis, O.B.E.

Professor Sallis has been a member of the Jersey Appointments Commission for 2 years, and previously held senior leadership roles in colleges in London, Berkshire, Somerset, Surrey and Bristol before moving to Jersey 17 years ago to become Principal of Highlands College.

He is a Fellow of the Chartered Institute of Marketing and Fellow of the Institute of Directors. Since retiring from Highlands, Professor Sallis has held a portfolio of non-executive and consultancy roles in Jersey and the UK, and holds a Financial Times post-graduate Non-Executive Director diploma.

Current roles include – Chairman of the Education and Training Foundation's 'Making Maths and English Work for All' Review, a major review of vocational basic skills qualifications commissioned by the UK Minister of State for Skills; and Chairman of the Register Advisory Board of the British Association for Counselling and Psychotherapy, a professional body with charitable status, which has 40,000 members. Professor Sallis is a Trustee of Jersey Heritage and a Visiting Professor at Plymouth University. He has written a number of management and leadership publications, and gained awards and honours including the O.B.E. for Services to Education in the 2010 New Year Honours List.

Financial and manpower implications

The States Employment Board agreed in January 2015 that the method of payment of Commissioners would be changed to an annual payment of £5,000, as opposed to the current method of remuneration based on days and hours worked. The expenditure on these Commissioners' fees will be a total of £20,000 per annum funded from within the existing budget.