

STATES OF JERSEY



EMPLOYMENT TRIBUNAL: APPOINTMENT OF MEMBERS

Lodged au Greffe on 27th November 2007
by the Minister for Social Security

STATES GREFFE

PROPOSITION

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

to appoint, in accordance with Regulation 3 of the Employment Tribunal (Jersey) Regulations 2005, and on the recommendation of the Jersey Appointments Commission, the following persons as members of the Jersey Employment Tribunal for a period of 5 years –

Mrs. Anne McPhee
Mr. Mark Thérin
Mr. Michael Baudains
Mr. Michael McCarthy.

MINISTER FOR SOCIAL SECURITY

REPORT

The Employment Tribunal (Jersey) Regulations 2005 provide for the composition of the Jersey Employment Tribunal and the terms of appointment of its members.

The Regulations were amended by the Employment Tribunal (Amendment) (Jersey) Regulations 2007 earlier this year to increase the number of side members by 4, enabling the appointment of 2 additional “employee” representatives and 2 additional “employer” representatives. The States is asked to approve the appointment of the proposed 4 additional side members.

Following a period of open recruitment and structured interviews, including consultation with a representative of the Jersey Appointments Commission, the Minister for Social Security and the Appointments Commission are satisfied that the 4 proposed members have either knowledge or experience of or interest in ‘*trade unions or matters relating to employees generally*’, or in ‘*employers’ associations or matters relating to employers generally.*’ and will provide a valuable addition to the pool of side members from which 2 may be selected to form a 3 person panel, with the Chairman or Deputy Chairman.

Terms of appointment

The Regulations provide that members of the Tribunal will be allowed to hold office for 2 terms, each not exceeding 5 years. The terms also allow a member to resign at any time and provide for the other circumstances in which he or she will cease to hold office, such as bankruptcy or misconduct.

It is proposed that each of the following new members is offered an initial term of 5 years, to begin from the date of States approval.

Further details of the proposed new members are provided below:

<p>Mrs. Anne McPhee has been employed by the States of Jersey for 18 years and has held the role of System Support and Liaison Officer at Springfield Stadium since 2001. Mrs. McPhee was a Convener and Employee Representative for the Transport and General Workers’ Union (now Unite) for 12 years, including acting as the regional delegate for the south-west region, and as an employee representative member of dispute panels for the Manual Workers Joint Council.</p>
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<p>For 12 years until 1997, Mr. Mark Thérin was the Managing Director of a large construction company and a member of the Jersey Building and Allied Trades Employers Federation General Council, holding the post of Council Vice-President for a time. During that time Mr. Thérin developed experience in employment relations matters and a strong awareness of the motivations of both employees and employers. Mr. Thérin has been a volunteer generalist Adviser at the Citizens’ Advice Bureau since 2003.</p>

<p>Mr. Michael Baudains is a Chartered Engineer who has been employed by the States of Jersey for 30 years, 25 of which have been in an engineering capacity for the Transport and Technical Services Department (formerly Harbours). As an employee and a manager of unskilled, semi-skilled, technical and administration staff, Mr. Baudains has vast experience of and interest in employee matters generally and is well accustomed to approaching a wide variety of employment and team matters systematically, with objectivity and logic.</p>
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<p>Mr. Michael McCarthy has been employed by the Royal Bank of Scotland International since 2001, holding the role of Human Resources Director, in Jersey, since January 2006. Mr. McCarthy’s career in Human Resources spans a range of industries over the past 15 years and he is a fellow of the Chartered Institute of Personnel and Development. Mr. McCarthy has also acted as an Employment Tribunal Lay Member in his native Scotland for the past 2 years.</p>
