

# STATES OF JERSEY



## JERSEY EMPLOYMENT TRIBUNAL: APPOINTMENT OF MEMBERS

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Lodged au Greffe on 27th January 2011  
by the Minister for Social Security

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STATES GREFFE

## **PROPOSITION**

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

in pursuance of Regulation 3 of the Employment Tribunal (Jersey) Regulations 2005, further to a process overseen by the Jersey Appointments Commission, to appoint the following persons as Panel members of the Jersey Employment Tribunal for a period of 5 years with effect from 1st March 2011 –

Mrs. Louise Cram  
Mr. John Noel.

MINISTER FOR SOCIAL SECURITY

## **REPORT**

### **Background**

A number of positions had become vacant on 3 Tribunals that are the responsibility of the Minister for Social Security – the Income Support Medical Appeal Tribunal, the Social Security Tribunal and the Employment Tribunal.

The legislation setting up each of these Tribunals requires that members are appointed by the States on the recommendation of the Minister for Social Security, following consultation with the Appointments Commission.

Following a period of open recruitment and structured interviews, in which the Appointments Commission representative chaired the Interview Panel, the Minister for Social Security is satisfied that the individuals proposed for the respective positions have the required knowledge or experience.

It is proposed that each of the members is offered an initial term of 5 years, to begin from 1st March 2011.

Further details of the proposed new members are provided at the Appendix.

### **Employment Tribunal**

The Employment Tribunal (Jersey) Regulations 2005 provide for the composition of the Jersey Employment Tribunal and the terms of appointment of its members. Members may hold office for 2 terms, each not exceeding 5 years.

An Employment Tribunal Panel consists of a legally qualified Chair with 2 members; one from a pool of 8 “employee” representative Panel members who have knowledge or experience of or interest in trade unions or matters relating to employees generally; and one from a pool of 8 “employer” representatives who have knowledge or experience of or interest in employers’ associations, or matters relating to employers generally.

The recent recruitment was undertaken to fill positions that were vacant due to retirement.

### **Financial and manpower implications**

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

## APPENDIX

**Louise Cram** is the Director of the Human Resources Team for Standard Bank Offshore Group and has more than 10 years' Human Resources experience in the Finance Industry. In her current position, Mrs. Cram often chairs disciplinary and appeal hearings.

**John Noel** worked for the States of Jersey Civil Service for 43 years, retiring from his last position as Director of Immigration and Nationality in 2008. For 30 years, Mr. Noel has acted as a Civil Service employee representative, including as Lead Negotiator. Mr. Noel was Chairman of the Civil Service Staff Side for 12 years and was also a Board Member of the Jersey Advisory and Conciliation Service from 2001 to 2008.