

STATES OF JERSEY



JERSEY APPOINTMENTS COMMISSION: APPOINTMENT OF CHAIRMAN

Lodged au Greffe on 26th August 2014
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, which is concerned with the appointment of Commissioners to the Jersey Appointments Commission, to appoint the Right Honourable Dame Janet Paraskeva as Chairman of the Jersey Appointments Commission for a period of 4 years.

CHIEF MINISTER

REPORT

1 Introduction

The Jersey Appointments Commission is established under the Employment of States of Jersey Employees (Jersey) Law 2005, Part 4 (“the Law”). The Commission consists of a Chairman and not more than 4 other Commissioners.

This proposition is lodged in pursuance of Article 18(1) of the Law. The Chief Minister wishes to appoint a new Chairman to fill the existing vacancy, and makes this recommendation to the States of Jersey.

On 29th July 2014, the States Employment Board approved the appointment of the Rt. Hon. Dame Janet Paraskeva as Chairman of the Jersey Appointments Commission, for a 4 year term, to commence on a date when this recommendation is approved.

2. Background

The Jersey Appointments Commission is the independent body established to oversee appointments within the scope of the States of Jersey.

The role of the Commission will develop over the coming year, as part of a wider review of States employment practices, and as a result of proposed changes to the Employment of States of Jersey Employees (Jersey) Law 2005. Supported by the States’ Human Resources Department, the Chairman will have a crucial role in the review, whilst leading the Commission in its ongoing work to encourage, facilitate and monitor the maintenance of the highest standards of probity in appointment processes.

Current members of the Jersey Appointments Commission and the expiry date of their appointments are –

<i>Name</i>	<i>Role</i>	<i>Year of commencement</i>	<i>Current term expiry date</i>
Mr. Kenneth Soar	Commissioner/ Acting Chairman	2007	April 2015
Mr. Julian Rogers	Commissioner	2009	April 2015
Mr. James Morris	Commissioner	2010	April 2015
Professor Edward Sallis, O.B.E.	Commissioner	2013	April 2015

3. Chairman – recruitment procedure

The Appointment Panel consisted of –

Name	Role
Deputy Andrew Kenneth Francis Green of St. Helier, M.B.E.	States of Jersey Minister for Housing
Mr. John Richardson	Chief Executive
Ms. Beverley Shears	Adviser to the States of Jersey Employment Board
Mr. Richard Stevens	Human Resources Director
Sir Jon Shortridge	Independent Assessor

The position was advertised by Gatenby Sanderson, executive recruitment agents, both in the Jersey Evening Post on 27th February 2014 and in the Sunday Times on Sunday 2nd March. The advertisement also appeared online on the Gatenby Sanders website and the States of Jersey website: <http://www.gov.je/Working/Pages/default.aspx>. The closing date was 21st March 2014.

Mr. Robin Staveley, a Partner of Gatenby Sanderson, led the recruitment process and conducted a search for suitable high-calibre candidates.

There were 38 applicants, and their CVs were reviewed by the Panel and longlisted to six. Thereafter, preliminary interviews were held by Mr. Staveley and subsequently, using his reports, shortlisting took place. Four very strong candidates were chosen to be interviewed. One withdrew and 3 candidates were interviewed at the first mutually convenient date, 7th July 2014. The local applicants were not successful in being shortlisted for interview.

4. Appointment

The Appointment Panel selected the Rt. Hon. Dame Janet Paraskeva.

Rt. Hon. Dame Janet Paraskeva

Dame Janet Paraskeva has led change through a public appointments system in the UK as 1st Civil Service Commissioner, working in Whitehall and Westminster, where one of her most significant roles was guardian of the Civil Service Code of Ethics and hearing complaints in relation to that code. Dame Janet shifted the role of the body into one of audit, regulation and guidance, working closely with politicians and government departments. Her role also influenced the shape of legislation. She chaired competitions to appoint Permanent Secretaries to major UK Departments of State, and advised the Cabinet Minister on the appointment of non-executive members of government departments.

As an experienced chairman, Dame Janet also brings an understanding of senior leadership. As 1st Civil Service Commissioner she was, in all but name, Chairman of the organisation, and she led a team which met monthly to develop legislation and to share best practice. She recruited and developed her team of Commissioners; through them she ensured the principle of appointment on merit was instilled in senior recruitments. She has knowledge of the press and media and has advised on communication of appointments.

Dame Janet has had many roles involving either political scrutiny or political interface. She was in close contact with Ministers at the CSC; she has also had significant local government dealings through her interest in education; through her work as Chairman with the Child Maintenance and Enforcement Agency through to her role at Plan UK, she has had further experience. She has also worked for politicians in different contexts, such as Northern Ireland.

In summary, Dame Janet Paraskeva's CV, and her performance at the preliminary and Board interviews, demonstrate that she is highly suitable for the role of Chairman of the Jersey Appointments Commission.

5. Endorsement of the appointment

The Chief Minister has independent endorsement from the Independent Panel Member, Sir Jon Shortridge, and from Mr. Robin Staveley, of Gatenby Sanderson, that the appointment procedure and selection of Dame Janet Paraskeva for the role of Chairman of the Jersey Appointments Commission was thorough, without bias, and that the selection was based on merit in line with the principles set by the Jersey Appointments Commission (see attached **Appendix**).

6. Financial and manpower implications

This proposal does not have any additional resource implications, as this is a replacement appointment and costs will be met from within the existing budget.

7. Recommendation

The Chief Minister recommends to the States the appointment of Dame Janet Paraskeva as Chairman of the Jersey Appointments Commission for a period of 4 years.

GatenbySanderson 

Senator Ian Gorst
Chief Minister
States of Jersey
Cyril Le Marquand House
The Parade
St Heller
Jersey
JE4 8YA

Tuesday 19th August 2014

Dear Chief Minister,

Recruitment of the Chair, Jersey Appointments Commission

I can confirm that the appointment process for the Chair of the Appointments Commission was thorough and without bias, and that the selection was based on merit in line with the principles set by the Jersey Appointments Commission.

GatenbySanderson's role, in brief, was as follows. We arranged the advertising for the role in the UK and Jersey media, providing detailed information to candidates about the role and its context; we also proactively approached a number of people about the role; we received and acknowledged all applications, providing support to the selection of the long list through a sift; we interviewed the long list candidates, providing written reports on each candidate to assist the selection of the short list; we supported candidates in their preparation for the final interviews which we hosted at our London offices. We supported the post-interview process and provided feedback to successful and unsuccessful candidates at each stage. Our work was overseen by the independent assessor for the recruitment process, Sir Jon Shortridge, from the selection of the long list through to the final interviews.

The facts mentioned in the States Employment Board report which recommends Dame Janet Paraskeva for the role are accurate to the best of my knowledge. Enclosed with this letter is an email from the independent assessor for the recruitment, Sir John Shortridge, endorsing the process and the recommendation.



Robin Staveley MBE
Partner
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Statement From Sir John Shortridge, Independent Assessor
Received 19th August 2014

'This email is to confirm that, as the independent member of the appointments panel, I am fully satisfied that the process for selecting the recommended new Chair of the Jersey Appointments Commission was thorough and conducted throughout without bias and in accordance with best practice for making public appointments.

Yours sincerely

Jon Shortridge'

Biography for Sir Jon Shortridge

Sir Jon Shortridge was one of the main architects and builders of devolved government in Wales.

Following careers as a social researcher in central government and a town planner in local government, he joined the Welsh Office in 1984 where, amongst other things, he was responsible for reorganising local government, establishing the North Wales Child Abuse Inquiry and leading the team that established the National Assembly for Wales. In 1999 he was appointed Permanent Secretary of the Welsh Office and subsequently of the Assembly. He remained the top civil servant in Wales until his retirement in 2008. In 2009 he returned to the civil service briefly as interim permanent secretary first at the Department of Innovation, Universities and Skills, and subsequently at the Department of Business, Innovations and Skills.

He continues to pursue a wide range of interests both within Wales and more widely. Non Executive roles held:

- Chair of Community Service Volunteers. From 2010.
- Chancellor and Chair, Glyndwr University. From 2012
- Board Member - Parliamentary and Health Service Ombudsman from 2012, and Chair of Audit Committee from 2010
- Advisory Member of Commission for Local Government in England and Chair of Audit Committee. From 2012.
- Member of the UK Statistics Authority. 2010 to 2012.
- Member of the Council of Cardiff University. 2008 - 2012.
- Chair of the Audit Panel (now Committee) of Cardiff County Council. From 2008.
- Member Value for Money Committee of Oxford University. 2010 - 2012.
- Member Audit and Scrutiny Committee of Oxford University. From 2012.
- Chair of the Remuneration Committee and Member of the Development Committee of St Edmund Hall, Oxford.
- Member of Audit Committee of the Royal Society. From 2014