

**WRITTEN QUESTION TO THE MINISTER FOR HOME AFFAIRS
BY THE DEPUTY OF ST. MARY
ANSWER TO BE TABLED ON MONDAY 21st SEPTEMBER 2009**

Question

Could the Minister provide the Assembly with details of the last 2 advertisements for recruitment of members of the Jersey Police Complaints Authority, the job description and personal qualities required, the scoring or other evaluation basis, the C.V.'s of existing members, and the details of procedures used to appoint.

Answer

Answer

The JPCA is an independent body, consisting of a Chairman and not less than six, or more than eight, members, responsible for overseeing, monitoring and supervising the investigations of complaints and other matters relating to the States of Jersey Police and members of the Honorary Police.

The Chairman and members are appointed for a period of three years and operate under the Police (Complaints & Discipline) (Jersey) Law 1999.

The current Chairman and Members are:

Mr Leslie May	Chair
Mr Tom Slattery	Deputy Chair
Advocate Debbie Lang	Member
Mr Tony Beaumont	Member
Mr Andrew Cornish	Member
Mrs Toni Roberts	Member
Mr Stephen Luce	Member

The terms of office of the Chairman and four Members (Mr Beaumont, Mr Luce, Mr Cornish and Mrs Roberts) are due to expire on 31 December 2009.

Following the resignation of a previous Member in 2006, an advertisement was placed in the Jersey Evening Post in July 2006 inviting applications for the post of Member, with effect from 1st January 2007. Two applications were received but no appointment was made. The post was advertised again in October 2006 with one application being submitted. Mr Stephen Luce was the successful applicant. The appointments panel consisted of the Chairman of the JPCA, a member of the Human Resources Department and a representative of the Appointments Commission.

In February 2009 the Chairman advised the Minister that at the end of his current term of office he did not wish to seek re-appointment. One other member, Mrs Roberts, also declined to seek re-appointment. Three further Members wished to be re-appointed at the end of their current terms of office. In accordance with the Appointments Commission Code of Practice, second re-appointments would need to be considered alongside other applicants in open competition and an advert was placed in the Jersey Evening Post in June 2009, inviting applications for the posts of Chairman and Members. Following a formal panel interview, consisting of the Chief Officer, Home Affairs, a Human Resources representative and a representative from the Appointments Commission, Mr Thomas Slattery was appointed to the post of Chairman, effective from 1st January 2010. There were no applications for members and with the agreement of the Appointments Commission, the terms of office for Mr Beaumont, Mr Luce and Mr Cornish were extended for a further three year period. The appointments are subject to formal approval by the States Assembly.

There is no formal job description for these appointments other than the criteria set out in the advert – a copy of which is attached as Appendix A. The process used to select candidates follows the guidelines laid down by the Appointments Commission Code of Practice and applicants are required to submit a CV outlining their skills and experience. A shortlisting process, followed by a formal panel interview is undertaken and candidates are assessed against an agreed set of criteria in areas such as confidentiality and integrity, delivery and implementation, knowledge or understanding of the relevant Law and the ability to deal with the demands of the role. The Chairman is also required to demonstrate experience or ability to manage the workload of Members, chair meetings and present an annual report. All appointments are subject to the necessary security checks.

Mr Slattery has been selected to take up the post of Chairman with effect from 1st January 2010. As Mrs Roberts is not seeking re-appointment there will be two vacancies from 1st January 2010. An advert has recently been placed in the Jersey Evening Post inviting applications for Members. It is anticipated that a similar appointments process will be followed.

The Deputy has asked for CVs of existing members but I would need to seek the permission of each Member to provide these as they contain personal information. However, abridged versions, which have been tabled to the Assembly previously are provided below:

Mr Leslie May – Chairman

Mr May came to Jersey in 1973 as a senior Civil Servant and held posts as Financial Controller and Director at States Telecommunications, Fuel Controller for the Defence Committee and Treasurer of the States. He retired in 1991. Prior to working in Jersey Mr May had a career in the UK private sector and held senior management posts in major industries. He has also served on the Parish Rates Appeal Board and is a Fellow of the Associated Chartered and Certified Accountants and a Fellow of the Institute of Directors. Mr May was the first Chairman of the JPCA when it was established in 2001.

Mr Thomas Slattery – Deputy Chairman

Mr Slattery C.A., graduated from Edinburgh University and subsequently qualified as a chartered accountant. He has retired as Managing Director of Hill Samuel Jersey and Lloyds TSB Offshore Private Banking Companies. Prior to coming to Jersey in 1989, Mr. Slattery held a number of senior positions with the TSB Banking group in Scotland. Mr. Slattery is presently the Chair of the board of the Jersey Advisory and Conciliation Service. His leisure activities include reading and travelling.

Mr Anthony Beaumont - Member

Mr Beaumont was employed as a Senior Engineer with the Public Services Department from 1974 to 1998. Following his apprenticeship as a mechanical engineer he served with HM Forces with the REME. He then worked for various major civil engineering contractors in the UK before coming to Jersey to join the Public Services Department. Mr Beaumont has been a member of the Police Complaints Authority since January 2001.

Mr Andrew Cornish - Member

Mr Cornish is Practicing Optometrist and director of an Opticians in St Helier. He was born in Bedfordshire and educated at the City University, London. He has been a member of the Police Complaints Authority since January 2004.

Mr Steven Luce - Member

Mr Luce was born in Jersey and educated at Victoria College and the Royal Agricultural College, Cirencester. From 1996 to 2003 he served on the Youth Panel and was a member of the Review Panel for the dairy industry (1992) and on the Jersey Farmers Union during the 1990s. He has also been a Roads Inspector and on various Parish committees in St Martin, as well as an organist at St Martin's Parish Church. Mr Luce has been a member

of the Authority since 1st January 2007.

Advocate Deborah Lang - Member

Advocate Deborah Jane Lang was born in England and completed her education in Jersey, where she has lived for the last 30 years. She was Managing Partner for the Jersey Law firm Bailhache Labesse (now Appleby) for a number of years, as well as being Managing Director of Bailhache Labesse Trustees Ltd.

Advocate Lang is currently a self-employed consultant, assisting Law firms and Trust companies with strategic planning and other management issues. From 1992 – 2003 Advocate Lang was a member of the Education Audit Committee and for three years was a member of the Audit Commission. She was the founder Chair of the Jersey Childcare Trust. Ms Lang was appointed as a Member in January 2008

Mrs Toni Roberts – Member

Mrs Roberts, MBA, ACIS, TEP is a Fiduciary Business Services Manager for J.P.Morgan Trust Company. Mrs Roberts gained her MBA at Leicester University and is an Associate Member of the Chartered Institute of Secretaries and Administrators and a Trust and Estate Practitioner. Mrs Roberts is an Overseas Aid Commissioner, a Rotarian and a former Chairman of the Jersey Branch of the ICOSA.

JERSEY POLICE COMPLAINTS AUTHORITY

CHAIRMAN AND MEMBERS

The States of Jersey is seeking to appoint a Chairman and Members to the Jersey Police Complaints Authority (JPCA) with effect from 1 January 2010.

The JPCA is an independent body, consisting of a Chairman and six members, responsible for overseeing, monitoring and supervising the investigations of complaints and other matters relating to the States of Jersey Police and members of the Honorary Police.

The Chairman and members are appointed for a period of three years and operate under the Police (Complaints & Discipline) (Jersey) Law 1999. The positions are honorary but out of pocket expenses incurred may be claimed. The Authority meets from time to time as necessary, but Members are expected to work autonomously as the work demands, being responsible for the supervision of individual cases. The Chairman is also responsible for overseeing the work of the members, chairing the meetings and presenting the Authority's annual report.

This is a rewarding opportunity for anyone who wishes to play a part in ensuring that the investigation of such complaints and subsequent decisions are conducted in a thorough and impartial manner. Naturally, it demands that applicants must be of good character and integrity and appointment is subject to the appropriate clearances.

By Law, a person cannot be the Chairman or a Member of the Authority if s/he has been or is a member of the States of Jersey Police, a Port Control Officer, a member of the Honorary Police or member of any other Police Force; or if s/he is a member of the States or a Jurat.

Applications should be in writing, accompanied by a cv, marked Private and Confidential, and sent to the Senior Human Resources Manager, Home Affairs Department, 11 Royal Square, St Helier, Jersey, JE2 4WA. Applications should arrive no later than 18 June 2009. Applicants should indicate which post(s) they are interested in.

For an informal discussion about the role(s) please contact Mr Steven Austin- Vautier, Chief Officer, Home Affairs Department on 447923.