
STATES OF JERSEY



STATES MEMBERS' REMUNERATION REVIEW BODY: APPOINTMENT OF MEMBERS

**Presented to the States on 7th September 2012
by the Privileges and Procedures Committee**

STATES GREFFE

REPORT

On 12th June 2012 the States approved P.44/2012 relating to revised terms of reference for the States Members' Remuneration Review Body (SMRRB).

Under the revised terms of reference, the members of SMRRB are no longer appointed by the States, but are appointed by PPC after consultation with the Jersey Appointments Commission. Paragraph 6 of the terms of reference states –

“6. The members [of SMRRB] shall be appointed by the Privileges and Procedures Committee following requisite consultation with the Jersey Appointments Commission. Before making any appointments the Committee shall nevertheless be required to present a report to the States setting out the names of the proposed appointees and the appointments shall not be confirmed by the Committee until at least 15 days after the presentation of this report.”

With the agreement of the Acting Chairman of the Jersey Appointments Commission, Mr. Brian Curtis, M.B.E., PPC has agreed to the re-appointment of the current 4 members of SMRRB for one further term of office.

When approving the proposition relating to the revised terms of reference on 12th June 2012, the States also agreed that 2 members appointed in 2012 should be appointed for a period of 2 years only with the other members being appointed for the normal 5 year term. The 2 year terms will allow for a system of 'rolling' membership to be instituted and overcome the current difficulty that the term of office of all members finishes at the same time.

The Acting Chairman of the Appointments Commission has agreed that Mr. Julian Rogers and Mr. Brian Bullock should be appointed for a 2 year term as, by 2014, they will have completed 10 years' service and will therefore have reached the maximum 10 year period permitted under the Appointments Commission's codes of practice. Mr. Maurice Dubras and Mr. John Mills, C.B.E., will be re-appointed for a full 5 year term.

PPC was hoping to appoint a fifth member to fill the vacancy that has existed ever since the late Advocate Lakeman resigned from SMRRB. Unfortunately no applicants were received in response to the advertisement published in July 2012 and the position will be re-advertised in September. If a suitable applicant can be identified, a separate report relating to that appointment will be presented to the States in due course.

PPC is extremely grateful to Messrs. Rogers, Bullock, Dubras and Mills for the way they have approached their work in recent years and for the very many hours of honorary service they have given to the work of SMRRB.

Brief biographies for the 4 nominees are attached at the Appendix.

APPENDIX**BIOGRAPHIES****Mr. Julian Rogers**

Mr. Julian Rogers, M.A., M.B.A., has been resident in Jersey since 1975; and owns and runs a software company, working with a wide range of clients. His past achievements include developing and running the first adult IT evening courses for the Business Studies Department at Highlands College. In the voluntary sector he has been Chairman of the States Members' Remuneration Body since 2004, and has held roles with the University of the Third Age in Jersey and the Probus Club of Jersey. He has been a member of the Jersey Appointments Commission since 2009.

Mr. Brian Bullock

Mr. Brian Bullock graduated from King's College London with a degree in Mathematics and Physics, and gained professional educational qualifications the following year at Oxford. Appointments in London and Hertfordshire preceded 4 years in Nassau, Bahamas, where he was Deputy Head and Head of Mathematics in the multi-racial Queen's College, then 4 years at the newly-formed United World College of Southeast Asia in Singapore. After a few months back in England, he was appointed Deputy Head at the new Le Rocquier School, before transferring to Hautlieu School as Deputy in 1983. He succeeded Jack Worrall as Head in 1988, a position he held until retirement in 1996. Mr. Bullock has served as a member of the States Members' Remuneration Review Body since 2004.

Mr. Maurice Dubras

Mr. Maurice Dubras' 50 year-long professional career has been as a Chartered Mechanical Engineer combined with applied social sciences. After 15 years in design, project and supervisory engineering roles, he transferred within the company as a result of specific interest in remuneration issues for engineers and scientists, becoming at one stage a corporate specialist for compensation (pay and benefits) matters. He was involved with the generality of this aspect of employee relations over nearly 20 years, including working with various Canadian national bodies, subsequently evolving into an organization development process consultant. Mr. Dubras was a Deputy of St. Lawrence from 1996 until he retired from the Assembly in 2005. He was elected as a member of the then Establishment Committee when he joined the States and, apart from a 2 year break, he remained involved with human resources issues until his retirement. He was Chairman of the Human Resources Sub-Committee of the final Policy and Resources Committee, the forerunner of the present States Employment Board. He has served as a member of the States Members' Remuneration Review Body since 2008.

Mr. John Mills C.B.E.

Mr. John Mills has spent his career within the Civil Services of the United Kingdom, Hong Kong and Jersey, being the Chief Executive for the Policy and Resources Committee between 1999 and 2003. He moved on from Jersey, becoming the Director of Rural Policy for the Department for the Environment, Food and Rural Affairs until 2007.

His current remunerated roles are –

- 2008: Non-executive director, Port of London Authority (Vice-chairman of the Board since 2009)
- 2009: Commissioner, Commission for Rural Communities
- 2009: Commissioner, Jersey Financial Services Commission
- 2010: Member, Shadow Board for Harbours and Airport, Jersey

His current voluntary roles are –

- 1999: Chairman of the Governing Body, Highgate School, London N6
- 2008: Member, States Members Remuneration Review Body, Jersey
- 2009: Income Tax Commissioner of Appeal, Jersey
- 2010: Member (Employers' Representative), Committee of Management, Public Employees' Contributory Retirement Scheme, Jersey
- 2011: Trustee, Jersey Opera House Trust