

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE *FOR* HOME AFFAIRS

ELECTION AND RE-ELECTION TO THE POPULATION EMPLOYMENT ADVISORY PANEL

The States are asked to decide:-

Whether, after consideration of the Policy Letter 'Election and Re-election to the Population Employment Advisory Panel' dated 17th August 2020, they are of the opinion:-

1. To elect Natasha Newell, as Chairperson of the Population Employment Advisory Panel, with immediate effect until 30 September 2024;
2. To elect Jonathan Squire as an ordinary member of the Panel, and as the Tourism and Hospitality representative with immediate effect until September 2024.
3. To re-elect as ordinary members of the Panel-
 - a. Mr Timothy Langlois, as the Public Sector representative (including Private Health and Education) with immediate effect until September 2024.
 - b. Mr Kenny McDonald, as the Service Industries representative with immediate effect until September 2024.

The above Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

17th August 2020

Dear Sir

1 Executive Summary

- 1.1 In 2013 (Billet d'État XI¹), the States of Deliberation agreed to the establishment of an Advisory Panel to provide independent advice in relation to population management policies to the then Policy Council. In 2015 (Billet d'État XIV²), the States of Deliberation approved the Constitution of the panel.
- 1.2 It was further agreed by the States of Deliberation in 2015 that the Panel Members would be appointed by the States of Deliberation on the recommendation of the Policy Council. This responsibility subsequently transferred to the Committee for Home Affairs ("The Committee") following the changes to the machinery of government on 1st May 2016.
- 1.3 In September 2016 (Billet d'État XXIII³), the panel was renamed the Population Employment Advisory Panel ("The Panel") and the States of Deliberation appointed the original members to the Panel. The Mandate of the Panel was amended at this States' meeting to provide that:

"The six ordinary members shall [...] serve a four year term of office, save that the membership shall be staggered such that three of the ordinary members are replaced every two years. As a consequence, three of the original members will be elected for only a two year term of office."

¹ [Billet d'État XI, 2013](#)

² [Billet d'État XIV, 2015](#)

³ [Billet d'État XXIII 2016](#)

2 Panel Current Membership

2.2 The sector grouping and the current Panel Members are as follow:

| | |
|--|---------------------|
| Chairperson | Mr Peter Gillson |
| Construction/Infrastructure/Utilities | Mr Timothy Guilbert |
| E-Industry and potential new sectors | Ms Lucy Kirby |
| Finance and Professional Services | Mr Timothy Martin |
| Public Sector (including private health and education) | Mr Timothy Langlois |
| Service Industries | Mr Kenny McDonald |
| Tourism and Hospitality | Mr Luke Wheadon |

2.2 The Committee was notified during 2020, that both Mr Gillson and Mr Wheadon would step down at the end of their tenure.

2.3 The Committee would like to take this opportunity to put on record its thanks and appreciation to all the Panel members for the time they dedicate to their volunteer roles.

3 Election of new Panel Chairperson

3.1 Advocate Natasha Newell has worked with local legal firms since 2014 was called to the Guernsey Bar in 2018 having worked as a barrister in London and a lawyer in Brussels. Advocate Newell specialises in employment law.

3.2 Advocate Newell was appointed to the Chair of the Housing Appeals Tribunal in 2014, where she still sits as an ordinary member.

3.3 The Committee considers that Advocate Newell's professional background will be an asset to the Panel and that her knowledge of the Population Management Law and understanding of the associated policies will be beneficial to the Panel and assist when advising the Committee how the regime can best support industry.

3.4 The Committee is satisfied that Advocate Newell role as an employment lawyer will not present a conflict of interest in fulfilling the responsibilities of Chairperson on the advisory panel, but rather that this knowledge will prove beneficial.

4 Election of new Panel Member

4.1 Tourism and Hospitality Representative

Mr Jonathan Squire is currently the General Manager of the St Pierre Park Hotel with over 36 years of experience in the hotel industry.

Mr Squire has worked for Hand Picked Hotels for 12 years, managing three hotels in the UK before arriving in Guernsey September 2018.

Initially commuting, Mr Squire moved to the island in May 2019. Mr Squire has built positive relationships personal and professional with colleagues in the hospitality industry and he has developed a close working relationship with Visit Guernsey and Guernsey Chamber of Commerce.

5 Re-election of Panel Members

5.1 Public Sector (including private health and education) Representative

Mr Tim Langlois was first appointed in the Panel in September 2016 and he has since represented the interest of the public sector, private health and education in the Panel and the Committee.

Mr Langlois is a career civil servant and experienced HR Director with responsibility for leading the HR delivery function within the States of Guernsey, the Island's largest employer.

Due to the wide range of services provided by the States, it employs a diverse workforce within a broad range of professions including teaching, health and social care, emergency and uniformed services, manual professions and the Civil Service.

With oversight of the HR function, including the recruitment and retention issues that impact on each of these service areas, Mr Langlois is well placed to be the public sector representative on the Panel.

This representation also extends to the employment needs within the on-island private sector health and education providers because of the close links that exist with the relevant public sector bodies.

5.2 Service Industry Representative

Mr McDonald was first elected to the Panel in April 2020. Mr McDonald's career in the retail industry spans over 30 years, during which time he has worked for

Sainsbury's, Le Riche Group and currently with the Channel Islands Cooperative Society. Mr McDonald is currently responsible for the operation and development of all the Channel Islands Co-operative retail outlets in both Jersey and Guernsey. Mr McDonald is a member of the Guernsey Chamber of Commerce sub-group and he is the secretary of the Retail Sector LBG Group which has been set up to spearhead the retail industry's focus on developing and supporting the growth of the retail industry.

6 Compliance with Rule 4

- 6.1 Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.
- 6.2 In accordance with Rule 4(1), the Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications.
- 6.3 In accordance with Rule 4(4) of the Rules of Procedure of the States of Deliberation and their Committees, it is confirmed that the propositions above have the unanimous support of the Committee.
- 6.4 In accordance with Rule 4(5), the Propositions relate to the duties of the Committee to advise the States and to develop and implement policies on matters relating to its purpose including the Population Management Regime.

Yours faithfully

M M Lowe
President

M P Leadbeater
Vice-President

V Oliver
P R Le Pelley
J C S F Smithies