

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE FOR EMPLOYMENT & SOCIAL SECURITY

THE APPOINTMENT OF EMPLOYMENT & DISCRIMINATION TRIBUNAL PANEL CHAIRS
AND MEMBERS AND DESIGNATION OF CONVENOR AND DEPUTY CONVENOR

The States are asked to decide: -

Whether, after consideration of the Policy Letter entitled 'The Appointment of Employment & Discrimination Tribunal Panel Chairs and Members and Designation of Convenor and Deputy Convenor', dated 13th September 2021, they are of the opinion: -

1. To appoint the following people to the Employment and Discrimination Panel with effect from 1st January 2022 until 31st December 2024, subject to satisfactory checks with the Disclosure and Barring Service (DBS).

Alex Crosland*	Karen Ferneyhough
Jason Hill*	Alison Girollet
Susan Gordon-Hardy*	Rebecca Hunter
Patrick Hardy*	George Jennings
Michael Whitbread*	Christine Le Lievre
Dr Sarah Brewer	Helen Martin
Paula Brierley	Alysa Rixon
Roger Brookfield	Steve Roussel
Alan Brown	Georgette Scott
Roy Burke	Jason Shambrook
Racheal Coleman	Andrew Vernon
Joanne de Garis	Peter Woodward
Darren Etasse	

Those marked * are legally qualified and will Chair Panel hearings when the new Discrimination Ordinance and the Employment and Discrimination Tribunal (Guernsey) Order, 2022 (currently in draft form) come into force.

2. To designate Jason Hill as the Convenor of the Panel and Paula Brierley as Deputy Convenor of the Panel from 1st January 2022 until 31st December 2024.

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

13th September, 2021

Dear Sir

1. Executive Summary

- 1.1 Section 1 of the Employment and Discrimination Tribunal (Guernsey) Ordinance, 2005 requires the States, on the recommendation of the Committee *for* Employment & Social Security, to draw up and maintain a Panel to be called the Employment and Discrimination Tribunal Panel. The Panel is usually appointed for a three-year period.
- 1.2 The Law currently requires that the Panel must consist of such number of persons as in the opinion of the States, is necessary for the purpose of hearing and determining complaints under the provisions of the relevant enactments (covering Unfair Dismissal, Sex Discrimination and Minimum Wage claims in employment) and that the States shall designate one member of the Panel as Convenor of the Panel and another as Deputy Convenor.
- 1.3 In 2022, if the draft Ordinance is approved by the States, new legislation will be introduced that will provide protection from discrimination on the grounds of disability, carer status, race, sexual orientation and religious belief (or religion and belief). This legislation will make discrimination unlawful on these grounds in employment, the provision of goods and services, education and accommodation and the membership of clubs and associations.
- 1.4 It is envisaged that protection from discrimination on the grounds of age will follow in a few years' time, subject to approval of policy proposals by the States. In addition, existing protection from discrimination on the grounds of sex,

pregnancy and maternity, marital status and gender reassignment will be extended beyond employment, again, subject to approval of policy proposals by the States.

- 1.5 During 2022, prior to or simultaneously with, the Discrimination Ordinance coming into force, a requirement will be introduced for Tribunal Chairs to be legally qualified. On 17th July 2020 the States resolved “To amend the Employment and Discrimination Tribunal (Guernsey) Ordinance, 2005 to require Tribunal Chairs to be legally qualified, as set out in section 7.4.3 and appendix 6.”
- 1.6 The Committee *for* Employment & Social Security is seeking to expand the Panel so that sufficient capacity exists, and wider skill sets are represented, in order to manage non-employment cases under the new Discrimination Ordinance in an appropriately expert way. It is important that the Panel is representative of society, including a diverse range of people with a mix of professional and lived experience.
- 1.7 The Employment and Discrimination Tribunal (Guernsey) Ordinance, 2005 stipulates that Panel Members should have: “*Experience and knowledge relevant to the hearing and determination of complaints under the relevant enactments*”.
- 1.8 The current term of office of existing Panel members expires on 31st December 2021. This policy letter therefore recommends to the States an expanded Employment and Discrimination Tribunal Panel for a three-year term of office from 1st January 2022 until 31st December 2024. This timeframe will allow new Panel Members time to become familiar with existing legislation (covering Unfair Dismissal, Sex Discrimination and Minimum Wage claims) and for all Panel Members to undergo training on the new Discrimination Ordinance during the first half of 2022, ahead of the Ordinance coming into force later in the year.

2. The Selection Process

- 2.1 To ensure the States maintain a credible and appropriately skilled Panel, the Committee *for* Employment & Social Security conducted a local advertising and recruitment campaign to identify suitable candidates with the skills, knowledge, and experience to fulfil the role.
- 2.2 One hundred and two application packs were requested, thirty-two people submitted applications, of which twenty-three were shortlisted based on previously agreed objective criteria. Those selected then took part in an independent assessment of those skills and competencies at Assessment Centres managed by trained staff from the UK Advisory, Conciliation and Arbitration Service (ACAS). This process reduced the shortlist to thirteen candidates with the required skills and competencies for appointment. This is in addition to those

existing Panel members willing to put themselves forward for re-appointment who have previously passed the same assessment process.

- 2.3 Currently, a Panel of between twelve and eighteen is considered sufficient to administer the Tribunal process. However, as explained in the policy letter proposing a new Discrimination Ordinance, which was debated by the States in July 2020, legally qualified Chairs and additional Panel Members will be needed to manage additional cases expected under the proposed discrimination legislation.
- 2.4 The policy letter considered by the States in July 2020 recommended increasing the Panel size to 20 to incorporate a wider skill set (in service provision contexts as well as employment) and an appropriate balance of interests. In order to increase the legal skills of the Panel, that policy letter also explained that a requirement would be introduced for the Tribunal Panellists appointed to chair any Tribunal to be legally qualified, in line with practice in Jersey and the UK for administering this kind of legislation.
- 2.5 At the time, it was anticipated that at least four of the panellists would need to be legally qualified and that some of the legally qualified chairs would be recruited off-island to ensure a lower risk of conflict of interest. However, that policy letter was written pre-COVID19 and before travel restrictions. This policy letter takes a slightly different approach and recommends a slightly larger, but on-island Panel (with five legally qualified chairs) instead. The nine new and additional members selected as part of the recruitment process (plus existing Panel members proposed for reappointment) will bring the Panel to 20 plus 5 legally qualified Chairs. Having the option of a slightly larger Panel to select three members from for each hearing will reduce conflict of interest, and there will be a saving on travel costs due to all Panel members residing within the Bailiwick. In addition, should some members resign or retire over the next few years, there will not be an immediate need to repeat the costly selection process and initial training courses. The remaining costs of the Panel are largely driven by the number of, and demand for hearings, which should not change regardless of the size of the pool of Panel members available to hear those cases.

3 The Recommended Panel Members

- 3.1 The following candidates are recommended for appointment to the Panel, subject to satisfactory checks with the Disclosure and Barring Service (DBS). A brief career history and a short resume of relevant knowledge and experience for each candidate is included at Appendix 1 of this report. It is suggested that the appointments take effect from 1st January 2022, when the period of appointment for current members ends, until 31st December 2024.

Alex Crosland*	Karen Ferneyhough
Jason Hill*	Alison Girollet
Susan Gordon-Hardy*	Rebecca Hunter
Patrick Hardy*	George Jennings
Michael Whitbread*	Christine Le Lievre
Dr Sarah Brewer	Helen Martin
Paula Brierley	Alysa Rixon
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Those marked * are legally qualified and will chair hearings when the new Discrimination Ordinance and the Employment and Discrimination Tribunal (Guernsey) Order 2022 (currently in draft form) come into force.

- 3.2 It is recommended that Jason Hill, who is currently the Convenor, and Paula Brierley, who is currently the Deputy Convenor of the Panel, continue in their respective roles until 31st December 2024.

4 Compliance with Rule 4 of the Rules of Procedure

- 4.1 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.
- 4.2 In accordance with Rule 4(1)(a), this policy letter contributes to Priority 3 of the Government Work Plan, which is “Delivering the recovery actions”. Specifically, introducing the Discrimination Ordinance falls under the area of focus on Community Investment.
- 4.3 In accordance with Rule 4(1)(c), the Propositions have been submitted to Her Majesty’s Procureur for advice on any legal or constitutional implications. She has advised that there is no reason in law why the Propositions should not be put into effect.
- 4.4 In accordance with Rule 4(1)(d), funding for the expansion of the Employment and Discrimination Tribunal Panel was included within the policy letter on the new Discrimination Ordinance which was debated by the States on 17th July 2020 and the resolutions for additional funding were approved.

- 4.5 In accordance with Rule 4(2)(a), the Propositions relate to the Committee’s purpose: “To foster a compassionate, cohesive and aspirational society in which responsibility is encouraged and individuals and families are supported through schemes of social protection relating to pensions, other contributory and non-contributory benefits, social housing, employment, re-employment and labour market legislation.” In particular, the Propositions relate to the Committee’s mandated responsibilities for labour market legislation and practices and equality.
- 4.6 In accordance with Rule 4(2)(b), it is confirmed that the propositions in this policy letter have the unanimous support of the Committee.
- 4.7 Through the drafting of this Policy Letter, the Committee has considered the need to consult with other bodies. Consultation was not deemed necessary on this occasion given that the proposals to expand the Employment and Discrimination Tribunal have already been approved by the States on 17th July 2020 and that this policy letter only asks the States to approve the names of those individual Members to be appointed to the Panel.

5. Recommendation

- 5.1 The Committee *for* Employment & Social Security recommends the States to:
- (a) appoint the candidates listed in paragraph 3.1 to the Employment and Discrimination Panel with effect from 1st January 2022 until 31st December 2024, subject to satisfactory checks with the Disclosure and Barring Service (DBS); and
 - (b) designate Jason Hill as the Convenor of the Panel and Paula Brierley as Deputy Convenor of the Panel from 1st January 2022 until 31st December 2024.

Yours faithfully

P J Roffey
President

H L de Sausmarez
Vice-President

T L Bury
S J Falla
J A B Gollop

M R Thompson
Non-States Member

R J Le Brun
Non-States Member

EMPLOYMENT & DISCRIMINATION TRIBUNAL PANEL

Summary of the Career History of Candidates Proposed for appointment

LEGALLY QUALIFIED CHAIRS

Alex Crosland

Ms Crosland studied for her legal qualifications at the College of Law in Guildford and following that qualified as a Solicitor in 2004 after completing her training at London firm Peachey & Co LLP, where she continued to practice in the Corporate Department until moving to Guernsey in 2007. Once she had relocated to Guernsey, Ms Crosland worked as a Lawyer at local firm Carey Olsen in the Litigation Department but also the Corporate Department advising on employment matters. She has advised on all matters relating to employment law for both employees and employers. She took a career break in 2008 to raise her four children.

Jason Hill (Reappointment)

Mr Hill is a Crown Advocate in the Civil Litigation Directorate of the chambers of the Law Officers of the Crown and as such is part of the team of lawyers that advises and represents the States of Guernsey and other quasi-governmental organisations in civil matters. He was appointed a Crown Advocate in 2013 having been called to the Guernsey Bar in 2011 and appears regularly before the various courts in the Bailiwick. He is particularly experienced in cases involving public law, land law, financial services, commercial litigation and company law. Prior to coming to Guernsey in 2009, he was a barrister in private practice in Sheffield after being called to the English Bar in 1995 and specialized in civil and chancery practice. He is also an accredited mediator and a Member of the Chartered Institute of Arbitrators. He was appointed to the Guernsey Employment and Discrimination Panel in 2016.

Susan Gordon-Hardy

Mrs Gordon-Hardy is an experienced corporate lawyer and board level advisor. Having grown up and studied law in Scotland, she completed a postgraduate masters of law degree in the US before training as a solicitor with Linklaters in London. Mrs Gordon-Hardy then transferred to the Linklaters office in Hong Kong which led to her building her 20 plus year career there as a financial services partner and Head of the Commercial Department at Deacons, a leading Asian law firm. As Head of Department, she managed a team of 20 partners and 200 staff across three offices, handling all aspects of the business including strategy, finance, risk management, recruitment and HR. Having relocated to Guernsey, Mrs Gordon-Hardy is looking at taking up various non-executive and community roles. She is

currently a Pension scheme trustee and serves on the governing body of the University of Stirling.

Patrick Hardy

Mr Hardy is a solicitor who qualified to practise in England in 1988 and in Hong Kong in 1989. He began his career in the City of London and subsequently worked in Hong Kong and Singapore where he specialised in corporate and commercial law, whilst acting as the managing partner of the Hong Kong office of an international law firm. He is particularly experienced in transactions which involve the raising of capital from private investors and from the public capital markets. During his career, he has acted as a part-time law lecturer of what is now the Open University of Hong Kong. He was also appointed to be a member of the Hong Kong Law Society's Standing Committee On Compliance, its primary committee which oversees the regulation of Hong Kong solicitors. He has now retired from legal practice.

Michael Whitbread

Mr Whitbread is an employment lawyer by background and is currently global head of data protection at the JTC Group. He worked in the Employment team at Mourant in Guernsey in 2017-2018, led by Jessica Roland. Previously, he worked in various in-house and private practice employment law roles in London and his native Sydney, Australia, where he first qualified as a solicitor in 2007. He holds a Masters in Law from the University of Sydney, focusing on employment law and discrimination issues. His LLB is from the University of Newcastle, Australia.

PANEL MEMBERS

Dr Sarah Brewer

Dr Brewer qualified from Cambridge University with degrees in Natural Sciences, Medicine and Surgery. After working as a General Practitioner and as a hospital doctor specialising in sexual wellness, she moved into health communications. She is the author of over 60 health books and is an award-winning journalist with experience as a columnist for the Daily Mirror, Daily Telegraph, The Lady and Prima magazine. In 2004, she moved to Guernsey to take up the role of Medical Director at Healthspan which she still holds. Dr Brewer has acted as a medical advisor to the Toxic Shock Syndrome Information Service, the Diabetes Research & Wellness Foundation, and Patient Connect. She is a member of Rotary Guernesiais and is on the board of local charity, Edible Guernsey.

Paula Brierley (Reappointment)

Mrs Brierley is currently the Chief Operating Officer for EMEA HR for Northern Trust and has been employed with Northern Trust for eleven years in various HR roles.

Previously, she was employed, for 16 years, as Head of HR for HSBC Securities Services (Guernsey) Limited (formerly the Bank of Bermuda), where she was responsible for all areas of HR including teams in Isle of Man and Luxembourg. Her current role involves overseeing the operational side of HR for the EMEA region (10 countries) including HR risk and governance. She leads the HR side of acquisitions, outsourcing/insourcing, new business integrations and legal entity changes in the region. During her career, she has gained wide experience in dealing with employee relations issues from informal discussions to full formal disciplinary and grievance procedures. Mrs Brierley is a Chartered Member of the CIPD and has an MA in Strategic HR Management with the University of East London, she also has the Certificate in Company Direction from the IoD. She has been a Member of the Guernsey Employment and Discrimination Panel since 2009.

Roger Brookfield (Reappointment)

Prior to his retirement, Mr Brookfield was Fire Safety Manager with the Guernsey Fire & Rescue Service. Throughout his 31-year career, Mr Brookfield has had first-hand experience of managing staff and working closely in a team environment. His training and subsequent Fire Service examinations require a good working knowledge of sex and race discrimination and the Fire Service disciplinary regulations. In recent years his experience extended to dealing with routine staffing matters and in the application of Guernsey's Fire Laws as a qualified Fire Safety inspector. He is an experienced Fire Service Instructor with responsibility for overseeing both practical and theory examinations. He is a graduate of the Institution of Fire Engineers and currently works as a part-time Fire Safety Consultant and trainer. He has been a Member of the Guernsey Employment and Discrimination Panel since 2006.

Alan Brown

Mr Brown spent the majority of his career, over 33 years, in the field of education. He was employed as a teacher in a range of mainstream and special schools and local authority support services before becoming a headteacher in Telford in 1998. He moved to Guernsey in 2001 to take up the position of Headteacher at Oakvale School. In 2008 he was appointed as Deputy Director of Education in the States of Guernsey civil service; this position included H.R. responsibility for education services and schools. He was then appointed as Director of Education, the lead education professional for the States of Guernsey, in 2012. He retired from this position at the end of 2017. Following this Mr Brown worked as a registered civil, commercial and workplace mediator in Guernsey, Jersey and the U.K. He also provided training in conflict resolution. He is currently mainly involved in voluntary work with children and young people and is Chair of the Executive Committee of the Guernsey Eisteddfod Society.

Roy Burke

Mr Burke is a former Senior Civil Servant, having served in senior positions in the UK in the Home Office, Cabinet Office and Department for Transport. He moved to Alderney in 2010 to take up the appointment as Chief Executive of the States of Alderney. He held this post until May 2014 when he moved to St Helena. He returned to live in Alderney after retiring in 2018 following 4 years as the Chief Secretary of the St Helena Government. His other roles include Chief Executive at one of the Department for Transport's Executive Agencies and Chief Executive for the Criminal Injuries Compensation Appeal Panel. He is a member of Guernsey's Administrative Review Board and Complaints Panel, and a member of the Code of Conduct Panel for Alderney States Members.

Racheal Coleman

Ms Coleman is a Branch manager for a large U.K. and CI based retail organisation and a Director on the Guernsey Board. Recently qualified with the Institute of Directors - Diploma in Company Direction and a member of the NED Development Forum. Over 25 years' experience in retail, banking and utilities sectors managing large teams. She has a Masters of Business Administration from Stirling University and a Degree in Consumer Protection Law. She has gained experience in the process of undertaking a number of informal employee discussions and formal disciplinary and grievances procedures and stood as the appeal hearings manager.

Joanne de Garis (Reappointment)

Mrs de Garis has thirty years' practical people management experience across both public and commercial sectors gaining considerable understanding of employment relations, change management and quality of service in a number of environments. A science graduate of Cardiff University, Mrs de Garis has held the Institute of Directors Diploma in Company Direction since 2005. Returning to the public sector in 2014 after a career break to raise her sons, she is now Director of Strategy and Policy for the States of Guernsey. Mrs de Garis was appointed to the Guernsey Employment and Discrimination Panel in 2011.

Darren Etasse (Reappointment)

Mr Etasse is an independent facilities management and building services consultant. Prior to this he was Managing Director of large corporate facilities company across the Channel Islands and has over 25 years of experience in running a large organisation with a workforce of over 400 staff. He is a qualified IOD Director and a qualified building services engineer and was Chairman of the Channel Island branch of BIFM. As a long serving and practicing Director of a large organisation, he has been involved in a number of internal disciplinary investigations and hearings,

taking in a broad range of cultural and ethnic backgrounds. He was appointed to the Guernsey Employment and Discrimination Panel in 2016.

Karen Ferneyhough

Mrs Ferneyhough is a Human Resources professional with 18 years' experience spanning the private and public sector in both Guernsey and the UK. She is Head of HR at Amalgamated Facilities Management Ltd, supporting a diverse workforce of circa 350 employees across both Guernsey and Jersey, and is responsible for both strategic and operational HR delivery. Prior to this role she worked extensively within the Finance sector in Guernsey and was actively involved in a number of key strategic human resources initiatives within a corporate environment. Her experience in the UK includes work within the public sector and professional services. Mrs Ferneyhough holds the Postgraduate Diploma in Human Resources Management and a BSc Hons in Psychology and is also a trained Mental Health First Aider. She possesses a good working knowledge of Guernsey, Jersey and UK employment legislation and best practice, and has solid experience in management of employee relations casework.

Alison Girollet (Reappointment)

Ms Girollet has been employed by Specsavers Optical Group, (SOG) within the Legal Department since 1997. She is now part of SOG's UK & ROI Legal team as a Senior Employee Relations Advisor (a small team with responsibility for aspects of employment law covering the Group's interests in the UK and Republic of Ireland). The role includes advice and co-ordination of store partner issues (such as investigations, grievances, disciplinary action etc.) coordination and guidance of 'store' formal board meetings and employment litigation and regulatory compliance. Prior to working for Specsavers, Ms Girollet served eight years in the Royal Air Force. Tours of duty included Officer Commanding HR, Accounts, Facilities Management and Project Management respectively. She is an Associate Member of the Chartered Institute of Personnel and Development and has been a Member of the Guernsey Employment and Discrimination Panel since 2009.

Rebecca Hunter

Mrs Hunter is a Founder and Director of a large health and lifestyle company. She has a BA degree in Human Resource Management and has recruited and managed thousands of people over the 25 years she has grown her company from start up to international success. Mrs Hunter's experience and specialism in Human Resources has been predominantly in the UK under UK laws, she has sound understanding of the working environment and employment issues. She also works with other start-up companies focusing on Operations, Marketing and HR.

George Jennings (Reappointment)

Mr Jennings is now retired but was previously employed as Operations Director at Guernsey Post. Prior to this he held the position of Union Secretary of the Communications Union for over 20 years, where he represented over 200 postmen and women and, as a result of both positions, has been involved in a wide range of negotiations and discussions with both management and Union. Mr Jennings was a Member of the Panel set up under the Industrial Disputes and Conditions of Employment (Guernsey) Law, 1993 for two years and in June 2008 sat as a Panel Member to hear the dispute in respect of The Generation Engineers and the Control Room Operators, (represented by Prospect Union and Unite the Union) v Guernsey Electricity. He gained a BSc (Hons) in Labour Studies in 2006 through Southampton University. He has been a member of the Guernsey Employment and Discrimination Panel since 2009.

Christine Le Lievre (Reappointment)

Prior to retiring at the end of 2017 Ms Le Lièvre had twenty-seven years' experience working for Northern Trust (previously Barings). From 1997 she had been a Manager in Human Resources and was appointed Head of Human Resources in 2005 shortly after the acquisition of the Barings Guernsey Group of Companies by Northern Trust. In this role, she was responsible for the management of the HR function including recruitment, employment relations, change management, payroll, pensions and terminations (the latter including redundancies). From 2012, she worked part-time and had been primarily responsible for employee relations, pensions and various HR projects. Ms Le Lièvre has wide experience in dealing with employment relations issues including interpersonal conflict, stress related issues, absenteeism, performance and capability issues. In 2000 she achieved the post graduate Diploma in Personnel Management through Portsmouth University and the GTA and was a Chartered Member of the Chartered Institute of Personnel and Development (CIPD). Ms Le Lièvre has been a member of the Guernsey Employment and Discrimination Panel since 2009 and, until recently, held the post of Deputy Convenor.

Helen Martin (Reappointment)

Ms Martin was employed at Credit Suisse in Guernsey for over 16 years where she was a Director and Member of the local Executive Board and Senior Country Head of Human Resources with regional responsibilities. Latterly, as Group Head of Human Resources for Generali Worldwide, Ms Martin assumed global responsibility for Human Resources in multiple jurisdictions and was a member of the local executive committee. During her career in the finance sector she specialised in diversity and inclusion and employment law and led an award-winning initiative to set up Diversity and Inclusion forums internationally. She has written numerous published articles and has spoken at the World Open Learning Conference and various

international Training Conferences. Ms Martin is a Fellow of the Chartered Institute of Personnel and Development (Chartered FCIPD) and was the Chairperson of the Guernsey branch of the CIPD for 3 years until November 2020. She has been a member of the Institute of Directors (MIoD) since 2003 and was a member of the Guernsey IOD Committee from 2019 to 2021. Ms Martin has studied employment law to a high level and holds a Master of Education (MEd.) degree (special field: Professional Studies) from the University of Exeter. Ms Martin is an accredited Mediator and has been a member of the Employment and Discrimination Panel since 2006.

Alysa Rixon

Ms Rixon has worked in the third sector managing the establishment of the independent charity Carers Guernsey since its inception in 2018. In addition, in 2020 she started working as a freelance change consultant and wellbeing coach under the trading name 'Ouro'. The greater part of her working life was a portfolio career in the Civil Service, joining as a graduate officer in 1998. Her twenty years' service included managing the Bulwer Avenue Traffic and Transport Services; a seven-year progression working for the scrutiny committees, during which time she undertook her Masters in Business Administration passing with distinction; and working in strategy and policy where her achievements include supporting the development of the Children and Young People's Plan, the revision of adoption legislation and two years as Principal Officer to the States Review Committee.

Steve Roussel

Mr Roussel is a Director of Ronez Ltd. He has worked in the quarrying and mining industries in Guernsey, UK and Africa for 34 years and has extensive experience of industrial relations and human resource management in unionised industrial environments. He is a qualified Mining Engineer and has an MBA from University of Southampton. He is a former President and current Vice President of the Guernsey Building Trades Employers Association.

Georgette Scott (Reappointment)

Ms Scott is HR Director for Sovereign Trust (Channel Islands) Limited, who she joined in April 2012. Prior to working for Sovereign, she worked as an independent HR Consultant under the name Advantage HR from 2009. Before setting up her own consultancy business she was Director of Human Resources, Channel Islands and Isle of Man for a local commercial business and held similar roles in legal, fiduciary and public sector organisations. She started her HR career in the public sector, where she worked for 12 years. Ms Scott is a graduate, and also a chartered member of the Chartered Institute of Personnel and Development and holds other professional memberships in Management and Leadership. She has been a member of the Guernsey Employment and Discrimination Panel since 2006 and prior to that served

as an Adjudicator from 2000 and is therefore, the longest serving member of the panel.

Jason Shambrook

Mr Shambrook is the Ravenscroft Group Head of Human Resources covering Guernsey, Jersey, Isle of Man and the UK. He is a member of CIPD and has worked for Ravenscroft for over 5 years starting initially in Marketing and then moving into Human Resources, a position he has held for 4 years. He works with senior management in implementing people strategies across the Group including policy, procedure and recruitment. Before working in the financial sector, Mr Shambrook spent 25 years with the Guernsey Cricket Board in Sport Development and Coaching. During this time he was involved in the implementation and development of a number of initiatives, winning International Cricket Council (ICC) awards for women's cricket and community projects. Within sport, he holds the ECB Level 3 Certificate and the UKCC Sport Tutor and Assessor qualification for Coach Education Development. Mr Shambrook also sits on the Child, Youth and Community Tribunal (CYCYT).

Andrew Vernon (Reappointment)

Mr Vernon was a bus company executive during a career in public transport of over 30 years. He moved to Guernsey on his early retirement following the sale of his Company. As Commercial Director he was responsible for all aspects of route planning, fares, trade union pay and conditions negotiations, pension schemes and budgeting. He was an Associate of the Institute of Logistics and Transport with a wide range of experience in employment issues, ranging from recruitment of staff to dealing with disciplinary matters from the initial investigations through to the appeals process. He has also represented the employer in Employment Tribunals and in dispute resolution processes, often with ACAS involvement. In addition he negotiated terms and conditions of employment with both local and paid Trade Union Officials. He is a member of the local Parole Review Committee and has been a member of the Guernsey Employment and Discrimination Panel since 2006.

Peter Woodward (Reappointment)

Mr Woodward qualified in Business Studies at Nene College of Further Education and commenced his professional career as a graduate trainee with Texas Instruments UK Ltd in 1970. By 1978 he was responsible for a high-volume electronic parts manufacturing department numbering some 200 employees, including supervisory and management staff. In 1979, after post-graduate studies at Nuffield College Oxford, sponsored by his employer, he was appointed UK Labour Relations Manager. Mr Woodward has experience in representing his former employer at Employment Tribunals. His career in Human Resources continued to progress and by 1986 he had been appointed by the Intel Corporation as Director for

European Human Resources; with HR responsibility for staff in 15 international jurisdictions. His final role at Intel was as Director of Training and Development for Europe, Africa and Middle East. He moved to Guernsey in 1997 undertaking the role of independent management consultant, providing training and coaching for a wide variety of organisations in the Channel Islands, France, Eire, Germany and Spain. He served as a member of the Jersey Employment Tribunal Panel for ten years and is a Fellow of the Chartered Institute of Personnel and Development. He was originally appointed as an Adjudicator in 2003 and has been a member of the Guernsey Employment and Discrimination Panel since 2006, previously appointed as Convenor.