

Chief Minister Ministerial Decision Report

NOMINATIONS TO THE JERSEY TEACHERS SUPERANNUATION FUNDS (JTSF) MANAGEMENT BOARD.

1. Purpose of the Report

1.1. To appoint two employer representatives to the JTSF Management Board

2. Background

2.1. At the end of 2022, three employer representatives of the JTSF Management Board resigned their positions. The current JTSF Management Board following these resignations is shown at Appendix B.

2.2. Article 3(1)(a) of the Teachers' Superannuation Fund (Administration) (Jersey) Order 2007 (Administration Orders) gives the following power the Chief Minister to appoint 6 members as employer representatives to the Management Board –

- 2 shall be persons recommended by the Minister for Treasury and Resources;
- 2 shall be persons recommended by the Minister for Children and Education; and
- 2 shall be any persons that the Chief Minister thinks fit.

2.3. Two of the resignations from the Management Board were previously appointed by the Chief Minister and one was a member to be recommended by the Minister for Treasury and Resources.

2.4. The two candidates have been put forward to be appointed by the Chief Minister, leaving a vacancy to be nominated by Minister for Treasury and Resources.

2.5. Article 3(2) of the Administration Orders requires that the members of the JTSF Management Board are appointed for a period of 3 years. All members of the Management Board are automatically eligible for re-appointment.

3. Recruitment Process

3.1. Following consultation with People Services, it was determined that the recruitment process would not require direct involvement of the Appointments Commission. People Services advised that to reach a wider audience and attract a diverse range of applications adverts should be placed on Jersey Public Sector Careers pages on LinkedIn and Facebook, as well as using conventional means, such as the Jobs in Jersey webpage on www.gov.je. With the help of the Internal Communications team adverts were placed on these channels.

3.2. The recruitment process further aimed to attract diversity to the Management Board by promoting the opportunities on the WomenEd Network in Jersey, which connects aspiring and existing women leaders in education. Adverts were also issued to leads in the Board apprenticeship programme and the IWill (Inspiring Women into leadership and learning) network in the Government of Jersey.

3.3. The positions were also promoted to the teaching profession during pension presentations delivered by the Public Employee Pension Team and promoted to

senior officers within CYPES to see if they knew of any persons who may wish to apply.

- 3.4. Six applications were received and following the closure of the application process, the panel for the selection process convened chaired by Graham Chidlow (Director of Finance Hub) and included Gordon Pollock (Chairman to the Management Board) and Luisa Rodrigues (Head of Finance Business Partnering), to consider the applications. It was decided to interview all applicants.
- 3.5. All applicants were considered equally on merit by the panel at each stage of the selection process and following a fair and transparent selection process, Professor Ed Sallis, OBE and David Postlethwaite were chosen for appointment to the Management Board. Details of their backgrounds are included at Appendix A.
- 3.6. Article 3(1) provides that it is the decision of the Chief Minister to appoint two members to the Management Board.

4. Recommendation

- 4.1. For the Chief Minister to agree to appoint Professor Ed Sallis, OBE and David Postlethwaite to the JTSF Management Board for a term of office of 3 years.

APPENDIX A

EMPLOYER NOMINEE BACKGROUND

Professor Ed Sallis was Principal and Chief Executive of Highlands College from 1997 to 2012 and since his retirement he has held a number of consultancy and non-executive positions in Jersey and the UK.

He has been a Commissioner of the Jersey Appointments Commission and a non-executive director of a national charity the Education Support Partnership where he chairs the Audit and Risk Committee.

In 2015 he chaired the review of Maths and English qualifications available in technical education for the then Skills Minister, Nick Boles MP and is a member of the Education and Training Foundation's Expert Panel on Professional Standards in Technical Education.

Professor Sallis has authored a number of books and scholarly publications mainly in the field of educational management and leadership and is Visiting Professor in the Academic Partnerships Faculty of Plymouth University. He holds a doctorate from the Bristol Business School and the Financial Times Non-Executive Director Diploma. He was appointed OBE in the 2010 New Years Honours List for his services to Education.

He has also Chaired the Board of Trustees of Jersey Heritage and been a representative of the PEPF Committee of Management since 2016

EMPLOYER NOMINEE BACKGROUND

David Postlethwaite is a finance professional with over 15 years' experience in international centres. He has particular experience in the integration of environmental, social and governance factors (ESG) into the financial system. In his current role at Jersey Finance, he worked with leading experts, policy makers, regulators and industry to develop Jersey For Good - A Sustainable Future, the sector's 10 year roadmap to leadership as a sustainable finance centre.

After studying English and French law at the universities of Kent and Bordeaux, he joined the global law firm Hogan Lovells where he qualified as a solicitor in 2009. He then transferred to the firm's Paris debt capital markets team, advising a range of financial institutions and corporates on their pan-European financing programmes. In 2015, he moved to Jersey to take up a role in the finance and corporate team at Mourant.

After a further period spent at a Jersey trust company leading their corporate team, he then moved to Jersey Finance, the body that represents the finance industry in Jersey. In that role, he initially worked in the legal and technical team, collaborating with the Government of Jersey's financial services team on a wide range of regulatory and policy matters affecting the sector. In 2021 he was appointed as Jersey Finance's first Sustainable Finance Lead, helping to establish Jersey's strategy in this space and acting as a representative for the local industry on sustainable finance matters, including within the UN-convened Network of Finance Centres for Sustainability (FC4S).

In 2023, David will be joining the Jersey office of global professional services firm KPMG as an Associate Director in the ESG team

APPENDIX B

Membership of the JTSF Management Board

Name	Proposing Minister/ Association	Period	Commencement date of this term	Term ceases
Chair				
Gordon Pollock	n/a	5 years	01/07/2019	30/06/2024
Employer Nominees				
Vacant	<i>Chief Minister</i>	3 years	01/01/2023	31/12/2025
Vacant	<i>Chief Minister</i>	3 years	01/01/2023	31/12/2025
Gerald White	<i>Treasury Minister</i>	3 years	01/01/2021	31/12/2023
Vacant	<i>Treasury Minister</i>	3 years	TBC	TBC
Michael De La Haye OBE	<i>Education Minister</i>	3 years	01/01/2021	31/12/2023
John Everett	<i>Education Minister</i>	3 years	01/01/2021	31/12/2023
Employee Nominees				
Mark Bardsley	<i>NASUWT</i>	3 years	01/01/2021	31/12/2023
Chris Beirne	<i>JAHT</i>	3 years	01/01/2021	31/12/2023
Gary Burton	<i>NEU</i>	3 years	01/01/2021	31/12/2023
Adrian Desmond	<i>NASUWT</i>	3 years	01/01/2021	31/12/2023
Terry Shaw	<i>NASUWT</i>	3 years	01/01/2021	31/12/2023
Timothy Balston	<i>NEU</i>	3 years	01/01/2021	31/12/2023