

EMPLOYMENT FORUM – RE-APPOINT MEMBERS (APRIL 2023)

Background

The Employment (Jersey) Law 2003 (the ‘Employment Law’) provides that the Employment Forum (the ‘Forum’) shall consist of eight members and a Chairman who must be appointed by the Minister for Social Security (the ‘Minister’). Members must be appointed having regard to the desirability of securing an appropriate balance between members with experience as employers, members with experience as employees and members with other relevant experience.

It is vital to provide a balance between introducing new perspectives and skills to the Forum, as well as providing continuity amongst the membership with the retention of knowledge and experience. Forum members are usually appointed for an initial three-year term and may request to be re-appointed. The Forum does not fall within the direct remit of the Jersey Appointments Commission (the ‘Commission’). However, the Forum operates in accordance with the Commission’s guidance¹ which states that “members of independent bodies should not normally be appointed for terms in excess of nine years”.

The current members and their terms of office are as follows:

	Term of office end date
Independent	
Carla Benest (Chair)	30 April 2023
Claire Kingham	17 October 2023
Hilary Griffin	30 September 2024
Employer	
Donna Abel	30 April 2023
Graeme Stokes	30 April 2024
Marianne Russell	30 September 2024
Employee	
Douglas Gray	30 November 2025
Mark Richardson	30 April 2023

Recommendation

We recommend that you re-appoint Ms Carla Benest as Chair and independent member of the Employment Forum, Ms Donna Abel as an employer member of the Forum, and Mr Mark Richardson as an employee member of the Forum for a further 3-year term of office, expiring on 30 April 2026.

Ms Benest is a Partner and Advocate specialising in employment law at Mourant Ozannes (Jersey) LLP; Ms Abel is the Chief Executive of Leonard Cheshire Home in

¹www.gov.je/Government/Departments/ChiefMinisters/ChiefMinistersSections/JerseyAppointmentsCommission/Pages/GuidelinesRecruitmentSeniorEmployeesAppointeesIndependents.aspx

Jersey, and has particular expertise and experience in managing the human resources functions of large organisations; Mr Richardson is an employee of the Government of Jersey, currently serving as Private Secretary to the Minister for the Environment.

All three of these members have contributed to reviews of the minimum wage in Jersey; statutory annual leave and daily rest breaks; and the continuing review into the operation of zero hours' contracts. If you are content to re-appoint each of them for a further three-year term, they will be involved in 2023 in the review of the minimum wage/living wage process.