

Ministerial Decision Report

Minister for the Chief Minister

Public Employees Pension Fund (PEPF) Committee of Management member nomination

1. Purpose of the Report

1.1. To appoint a member representative to the Committee of Management of the Public Employees Pension Fund (PEPF).

2. Background

2.1. Regulation 2 of the Public Employees (Pension Scheme) (Administration) (Jersey) Regulations 2015 (Administration Regulations) requires the following membership of the PEPF Committee of Management to comprise of –

- A Chairman;
- 5 Employer Representatives;
- 4 Member Representatives;
- 2 Pensioner Representatives, and
- 1 Admitted Body Representative

2.2. A reference to “employer representatives” is taken to include the admitted employer representative, and a reference to “member representatives” is taken to include the pensioner representatives.

2.3. Regulation 3(1) of the Administration Regulations requires that the appointment of the Chairman and members of the Committee be performed in accordance with the guidelines produced by the Jersey Appointments Commission under Article 24 of the Employment of States of Jersey Employees (Jersey) Law 2005.

2.4. Recruitment for two member representative has taken place, one to fill a vacancy of a member, John Fosse, who resigned from the committee and one for a member whose term ends at the in December 2023, Mark Richardson.

2.5. Following consultation with the Appointments Commission it was determined that the recruitment process for a member representative would not require their direct involvement.

2.6. Persons to be appointed on the Committee as member representatives have to be nominated by a representative association of members. The One candidate was nominated by the States of Jersey Police Association, and another was nominated by Prospect. Following their nominations, each candidate went through a transparent and fair selection process.

- 2.7. The panel for the selection process was chaired by Gordon Pollock (Chairman of the PEPF Committee of Management) and included Graham Chidlow (Director Finance Hub for the Government of Jersey) and an independent, Sue Bishop (Head of Employee Relations in the Government of Jersey).
- 2.8. Both candidates were considered on merit by the panel at each stage of the selection process, and following a fair and transparent selection process it was agreed to proceed with the member nominations for Jenny Larsson and Carrie Sandeman to the Committee of Management. Details of their backgrounds are included at Appendix A.
- 2.9. In accordance with Regulation 3(1) of the Administration Regulations, new members to the Committee must be appointed by the Chief Minister on the recommendation of the Minister for the Treasury and Exchequer for a period not exceeding 5 years as the Chief Minister specifies at the time of making the appointment.

3. Recommendation

- 3.1. For the Chief Minister to agree to the recommendation of the Minister for Treasury and Resources to appoint Jenny Larsson and Carrie Sandeman to the PEPF Committee of Management for a term of office of 5 years.

EMPLOYEE NOMINEE BACKGROUND

Carrie Sandeman

Carrie has a long association with Jersey spending many holidays on island when growing up. Carrie first worked on island in the summer of 2010 where she was a commercial manager assigned from the UK to support the British Home Stores and Arcadia refit project on King Street.

Carrie has lived on the island for 9 years, having moved over originally to take up the Store Directors position for New Look (CI) and spent time working between Jersey and Guernsey.

Carrie continued her career in Scotland after gaining an M.A (Hons) in Political Science and History from the University of Dundee and MSc from the University of Edinburgh School of Law. Carrie spent 16 years in the retail industry working as a Project Manager for British Home Stores Investments and Development teams working across the UK and internationally and in profit protection, followed by commercial and operational roles in stores.

Carrie has worked across industry up to and including Director level. Carrie is a fully qualified project manager in Prince 2, AgilePM, Lean Six Sigma and Praxis methodologies and has worked across many projects and programmes in my career.

Carrie started working for the Government of Jersey in 2020 as the Business Support Manager for Highlands College. Carrie lectured for the college on the Retail Apprenticeships Programme and is planning to start to lecture workshops for Adult and Community Education in early 2024. Most recently Carrie has supported the college Covid Recovery Projects.

Carrie was the founding member of the Jersey Retail Association and sat on their board in their first year. Carrie currently sits on the Chamber of Commerce Retail and Supply Committee. Carrie sees that joining the Committee of Management as a member representative would be a great opportunity to give back to our colleagues, an opportunity to learn and contribute to the future. Although Carrie is not from a Finance and Audit background, she brings a broad skill set which she believes will add value to the Committee.

Jenny Larsson

Miss Larsson started working for the Government of Jersey in 2007 as a Police Officer. She was promoted to Sergeant in 2013. She is currently a Sergeant on Response, Combined Control Room and Custody and provides cover as Acting Inspector when required. She has undertaken secondments as Detective

Sergeant in Public Protection Unit and CID, leading investigations into serious and series of crime. As a Sergeant in the Criminal Justice Department she was the point of contact between Police, Law Officers Department, Courts, Honorary Police, Parishes and Probation, developing an effective stakeholder and partner relationship. Miss Larsson's specialist skills include being a Senior Investigating Officer in Serious and Fatal Road Traffic Collisions, Search Team Leader, Disaster Victim Identification Team Leader and she is an accredited Mental Health First Aider.

Miss Larsson is a General Committee member of the Police Association. Part of her role as a committee member is to provide direct guidance, advice and support to members, on any query or request that they may have such as misconduct issues, injustice in the workplace and health management, engage with subject matter specialists in specific cases where appropriate e.g. Legal, Human Resources and Health and Safety and assist with dissemination of information, communications and local news directly to members. She also takes part in making financial decisions such as when members require legal assistance and attend pay review negotiations and is currently reviewing the new Police terms and conditions.

Miss Larsson wants to join the Committee of Management as a member representative. She is keen to take an active part in how the Government of Jersey Pension Schemes are managed and funds are governed and would like to gain more strategic experience. She will use her extensive legal knowledge, communication skills and her experience in joint partnership working, to be a valued member of the board.