

Report - Jersey Police Authority: Appointment of Chair and Members

The Jersey Police Authority (JPA)

The States of Jersey Police Force Law 2012 provides that there will be a Jersey Police Authority (JPA). The JPA are an independent body, and their main duties are to promote and support continuous improvement in the policing of Jersey; and to oversee the performance of policing services by the States Police Force.

Article 5(1) provides that the Authority shall consist of not less than 5 and not more than 7 members. It further provides that one of these members must be a Chairman, appointed by the Minister, and that there will be up to 4 members not being elected members of the States, who are appointed by the Minister and the Chairman.

Appointment of new Members

Due to the term of office of the Chairperson ending in June 2023, and 2 vacancies for Members becoming available, a thorough search of the Jersey market for suitable candidates was undertaken to attract the best personnel for these roles.

The recruitment phase was open for 4 weeks and encompassed an extensive promotional campaign across various social media channels, including Linked In, Facebook and Twitter, as well as via the various members involved in organisations within the local community, the Law Society, and the JEP. Candidates were also invited to speak directly to a member of the JPA staff for an informal conversation about the role prior to applying of which several parties did, including Teams calls.

Further to this, it is recommended that the Minister appoints the following three individuals who have been successful with their applications. The term of the appointments is for 4 years, **effective from the date the decision is signed.**

Simon Harman, for the position of the Chair

Simon's career began in the military serving for 8 years as an officer in the British Army before moving on and into the financial services.

With over 20 years' experience in the financial services as well as serving in roles within the legal profession, Simon has lived experience of policing as he also served as a Senior Divisional Officer in Hampshire Constabulary as well as 9 years as a Centenier in St Helier. Simon's roles have included acting as a Director and Senior Practitioner, overseeing multi-jurisdictional Risk and Legal functions with responsibility for Corporate Compliance and Corporate Governance.

Simon is also a qualified Flying Instructor, Examiner and Commercial Pilot one of many hobbies that he thoroughly loves.

Simon describes himself as a very driven person who takes responsibilities very seriously. 'I act with compassion and empathy, in order to ensure that I can fully understand the views and opinions of all key stakeholders, which may well differ to mine.

In his spare time, Simon enjoys a number of voluntary roles and has a passion for serving his community, doing whatever he can to help make a difference.

Annette Cullen

Annette is a highly experienced human resources and facilities management executive, Currently Annette is Human Resources Director for Santander International but she has had over 35 years experience providing services to finance, law entities and the Jersey Financial Services Commission. In addition to her professional qualifications Annette is also a Chartered Director and an Accredited Mediator. Having worked at both the strategic and operational level, Annette describes herself as having 'a flair for strategic thinking and problem solving while also having an in-depth knowledge of operations, financial management and systems relevant to human resources. She is passionate about inspiring excellence within organisations and is devoted to developing organisational and personal improvement. Her achievements include having successfully managed culture change to include teamwork, mentoring and a 'can do' attitude.

When asked about what interested Annette to apply for the role as a member of the Jersey Police Authority, Annette stated 'I believe I have many of the qualities required for this responsible but rewarding opportunity. I believe I have the attributes that the Minister for Home Affairs would deem necessary in order to ensure that the States of Jersey Police maintain an efficient and effective force.

Nigel Smith

Nigel brings a broad range of relevant skills and experience to the JPA following a 32 year commendable career in the military. Performing at senior levels, Nigel has extensive leadership skills enabling him to undertake complex strategic and operational tasks.

Since leaving the military in 2014, Nigel has successfully transformed his military experience into a more business-focussed approach by gaining a postgraduate diploma in management consultancy and has demonstrated this at board level here in Jersey in both business and charitable sectors.

When asked about his role as a member of the JPA, Nigel stated 'I am an experienced communicator with gravitas, ease, and a considered, honest, selfless, and diplomatic approach. I can demonstrate all the skills for this demanding and exciting opportunity as a Jersey Police Authority Member. I look forward to contributing to the responsibilities of the Board, and to being an advocate for the public of Jersey.

Financial and manpower implications

Members of the JPA serve on a voluntary basis. Accordingly, there are no new financial or manpower implications arising as a result of this.