

# Comisiwn y Cynulliad Assembly Commission

NAFWC 2014 (Paper 3 Part 1)

Cynulliad  
Cenedlaethol  
Cymru  
National  
Assembly for  
Wales



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## Appointment of Members of the National Assembly for Wales Remuneration Board

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- 1.0 Purpose and summary of issues
  - 1.1 To invite the Commission to appoint the Chairman and members of the Remuneration Board.
  - 1.2 The arrangements for appointment to the Board are set out in the National Assembly for Wales (Remuneration) Measure 2010 (the Measure).
- 2.0 Recommendations
  - 2.1 That the Commission appoints George Reid (Chairman), Sandy Blair, Mary Carter, Stuart Castledine and Monojit Chatterji.
- 3.0 Discussion
  - 3.1 The National Assembly for Wales (Remuneration) Measure 2010 establishes a Statutory Independent Review Body – the National Assembly for Wales Remuneration Board, to make decisions in respect of all aspects of financial support for Members. Appointments to the Remuneration Board are made by the Commission. Schedule 2 of the Measure sets out the arrangements that must be made and paragraphs 1,

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**3 and 4 of these have been implemented. Paragraphs 5 and 6 address the Commission's role and say:**

**"5 The Assembly Commission must appoint as Chair, or as a member of the Board, as the case may be, any person selected, in accordance with such arrangements, for appointment to that office.**

**6 Paragraph 5 does not apply if it appears to the Assembly Commission that the person in question is disqualified from membership of the Board under section 4."**

**3.2 Therefore, provided the Commission is satisfied that none of those being appointed should be disqualified from being Members of the Board, the Commission must appoint them. Schedule 1 of the Measure sets out those who are disqualified and this is attached as an annex to this paper.**

**3.3 The recruitment campaign and selection process began in June 2010. The roles were advertised in the Sunday Times, Western Mail, Daily Post and the Municipal Journal. 31 applications were received and, following a sift, ten candidates were chosen to be interviewed. Where possible references were sought prior to the interviews and used to inform the selection process. Interviews were held on 7, 8 and 9 September. The selection panel was: Claire Clancy (Chief Executive and Clerk), Sir John Baker (former Chairman of SSRB), Jackie Nickson (member of the independent panel) and Richard Calvert (independent adviser to the Commission and Chairman of the Commission Audit Committee).**

**3.4 The five individuals who have been selected impressed the Panel with the range of experience and expertise they would bring to the Remuneration Board. In brief:**

**The Rt Hon George Reid – Chairman  
Scottish politician, journalist and academic. Presiding Officer and Chair of the Corporate Body of the Scottish Parliament 2003 – 2007. British Privy Councillor.  
International director of humanitarian programmes in wars and disasters. Current appointments include: UK Electoral**

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**Commissioner. Independent Adviser on Scottish Ministerial Code. Member of Council, the Constitution Unit. Trustee of Glasgow Culture and Sport. Recently led governance reviews in the Northern Ireland Assembly and the National Trust for Scotland.**

#### **Board Members**

##### **Professor Monojit Chatterji**

**Academic with significant public policy experience. Has published research in areas including the determinants of public sector pay. Currently Chair of the National Joint Council of UK Fire and Emergency Services (the pay negotiating body). He was previously a member of the School Teachers' Review Body which makes recommendations to the Prime Minister and Secretary of State for Education and Skills on pay and conditions, and also governance arrangements for school teachers and Head Teachers in England and Wales. He was also previously a Member of the Economists Group, Office of Manpower Economics, considering cross cutting issues on pay in the public sector.**

##### **Stuart Castledine**

**A Chartered accountant who has occupied a number of roles within Allied Dunbar, TSB, and Chartered Trust and Tesco before becoming Group Chief Accountant and subsequently Head of Finance for Bristol and West Building Society. Has undertaken a variety of challenging assignments in the public and private sector as an individual and on behalf of a company of which he is a Director and Shareholder in order to turn around failing financial organisations. He is currently Non Executive Director with the Welsh Ambulance Service.**

##### **Mary Carter**

**Semi retired and working as a part time consultant to KPMG and Member of the Armed Forces Pay Review Body. Prior to retirement in 2008 her final role was as Client Partner, Head of KPMG UK Performance and Reward Team advising UK and**

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**non UK companies in relation to remuneration for senior appointments.**

#### **Sandy Blair**

**Former Director of the Welsh Local Government Association (retired 2004). Has a number of paid public appointments and trusteeships such as Non Executive Director of the Health and Safety Executive and Chair of the Monmouth Diocesan Board of Finance and roles within the Church in Wales. Local Authority Chief Executive for 16 years before appointment to WLGA. Remuneration Committee Member for UWIC and HSE. Solicitor by profession.**

- 3.5 The individuals selected have received conditional offers of appointment, and have indicated that they are happy to accept the appointments.**
- 3.6 Once everything has been completed in relation to all Board members, the Clerk will lay a notice of the appointments before the Assembly (as required by section 20(4)) and the Measure will then come fully into force, transferring powers from the Commission to the Board.**

**September 2010**

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**Annex**

**SCHEDULE 1**

**DISQUALIFICATION FROM MEMBERSHIP OF THE BOARD**

**1 The following persons are disqualified from being members of the Board—**

- (a) an Assembly member,**
- (b) the Counsel General (if not an Assembly member),**
- (c) a candidate for election as an Assembly member,**
- (d) a person whose name could, if the seat of a regional Assembly member became vacant, be required to be notified to the Presiding Officer under section 11 of the Act (electoral region vacancies),**
- (e) a member of the European Parliament, House of Commons, House of Lords, Scottish Parliament or Northern Ireland Assembly,**
- (f) a member of the staff of the Assembly,**
- (g) a member of the staff of the Welsh Assembly Government,**
- (h) a person employed by an Assembly member or by a group of Assembly members for the purpose of assisting that member or the members of that group to perform the functions of an Assembly member,**
- (i) the Auditor General for Wales,**
- (j) the National Assembly for Wales Commissioner for Standards,**
- (k) a member of the Assembly Commission Corporate Governance Committee,**
- (l) a person holding the appointment of Independent Adviser to the Assembly Commission,**
- (m) a person who was a member of either of the panels appointed by the Assembly Commission to review the pay and allowances of**

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**Assembly members in pursuance of the Assembly Commission's  
resolutions of 4 July 2007 and 8 May 2008,**

**(n) a person holding the appointment of Non-Executive Director of  
the Welsh Assembly Government.**

**2 For the purposes of paragraph 1(c) a person becomes a  
candidate for election as an Assembly member—**

**(a) on the day on which that person is declared to be a candidate  
(whether by the person in question or by others), or**

**(b) on the day on which that person is nominated as a candidate at  
an Assembly election,**

**whichever is the earlier.**

**3 When determining, for the purposes of paragraph 1(d), whether  
the name of a person could be required to be notified to the  
Presiding Officer under section 11 of the Act, the requirements of  
paragraphs (b) and (c) of subsection (3) of that section are to be  
disregarded.**