

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

POLICY & RESOURCES COMMITTEE

THE ADMINISTRATIVE DECISIONS (REVIEW) (GUERNSEY) LAW, 1986 – RE-
APPOINTMENT OF A PANEL CHAIR AND MEMBERS OF THE COMPLAINTS PANEL

The States are asked to decide:-

Whether, after consideration of the Policy Letter entitled ‘The Administrative Decisions (Review) Guernsey Law, 1986 – Re-appointment of a Panel Chair and Members of The Complaints Panel,’ dated 16th September 2025, they are of the opinion:-

1. To re-appoint Advocate Michael John Adkins as a member and as the Panel Chair of the Complaints Panel;
2. To re-appoint as members of the Complaints Panel:
 - i. Mr Andrew James Castle;
 - ii. Mr Richard Denton;
 - iii. Advocate Simon Patrick Florance;
 - iv. Mr George Arthur Riley;
 - v. Miss Lisa-Jayne Vizia;
 - vi. Ms Gayla Lynne Le Pelley;
 - vii. Mr Roy Burke;
 - viii. Mr Ian Carter;
 - ix. Mr David Gwyn Harry;
 - x. Advocate Julia White.

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

16th September 2025

Dear Sir

1. Executive Summary

- 1.1 The “Review Board System”, as it is referred to colloquially under the Administrative Decisions (Review) (Guernsey) Law, 1986 (“the Law”), consists of three independent bodies/functions: the Complaints Panel; the Panel of Members; and the Review Boards convened to hear a matter referred to them. These bodies hold Committees of the States to account for a range of administrative decisions and actions that they make when a person remains aggrieved after exhausting all internal complaints processes.
- 1.2 Sections 1(A)(1) and 1(A)(2) of the Law require the States of Deliberation, upon the recommendation of the Policy & Resources Committee (as the sponsoring Committee for these functions), to appoint an independent Complaints Panel consisting “*of such number of persons as in the opinion of the States is necessary for the purposes of carrying out the functions of the Complaints Panel*” and whose membership shall be composed of “*persons who, in the opinion of the States, have sufficient experience and knowledge to enable them to decide matters likely to fall for decision by the Complaints Panel.*”
- 1.3 In September 2019, the States of Deliberation appointed the first ten members to the Complaints Panel. Additional members were added to the Panel by the States in 2021. The Panel was appointed to the end of the political term in 2025.

- 1.4 In addition, Section 4 of the Law requires the Chairman of the Panel of Members to appoint an independent Member (who is neither a States Member nor a Dean of the Douzaine) to sit on each Review Board that is convened. All members of the Complaints Panel except one (who did not seek appointment) were also appointed to serve on the standing panel of independent members of a Review Board until the end of the political term in 2025.

2. Re-appointment of the Complaints Panel and the standing panel of independent members

- 2.1 Eligible members of the Panels appointed for the last term were approached and asked if they wished to be considered for re-appointment. Ten members confirmed they wished to be reconsidered.
- 2.2 The Law does not prescribe the number of members of the Complaints Panel. Given the relatively low number of complaints being raised under the legislation, it is considered 11 members are sufficient to ensure that the Complaints Panel and each Review Board have the capacity to operate effectively to fulfil their legal duties under the Law, including making timely decisions.

3. Re-appointments to standing panel of independent members

- 3.1 The Chairman of the Panel of Members, acting under the powers conferred on him under section 4 of the Law, has re-appointed the following to the panel of independent members until the end of this political term:
- i. Advocate Michael John Adkins;
 - ii. Mr Andrew James Castle;
 - iii. Mr Richard Denton;
 - iv. Advocate Simon Patrick Florance;
 - v. Mr George Arthur Riley;
 - vi. Miss Lisa-Jayne Vizia;
 - vii. Ms Gayla Lynne Le Pelley;
 - viii. Mr Roy Burke;
 - ix. Mr Ian Carter;
 - x. Mr David Gwyn Harry;
 - xi. Advocate Julia White.

4. Recommendations for appointment to serve on the Complaints Panel

- 4.1 The Policy & Resources Committee is satisfied that all those listed in paragraph 3.1 above have the requisite skills and experience (see Appendix 1) and are fit and able to carry out the functions of the Complaints Panel as established under the Law.

4.2 The proposed composition of the Panel represents a good balance and diversity in experience, skills, gender and backgrounds, all of which facilitate and enrich good teamwork and decision-making.

4.3 The Policy & Resources Committee therefore proposes:

- To re-appoint Advocate Michael John Adkins as a member and as the Panel Chair of the Complaints Panel;
- To re-appoint as members of the Complaints Panel in accordance with Section 1A(1) of the Law:
 - i. Mr Andrew James Castle;
 - ii. Mr Richard Denton;
 - iii. Advocate Simon Patrick Florance;
 - iv. Mr George Arthur Riley;
 - v. Miss Lisa-Jayne Vizia;
 - vi. Mrs Gayla Lynne Le Pelley;
 - vii. Mr Roy Burke;
 - viii. Mr Ian Carter;
 - ix. David Gwyn Harry;
 - x. Advocate Julia White.

4.4 Under sub-section 1A (7) of the Law, all Panel members including the Panel Chair may serve the Panel until they resign by giving notice in writing to the Policy & Resources Committee.

5. Compliance with Rule 4

5.1 Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.

5.2 In accordance with Rule 4(1):

- a) The propositions contribute to the States' objectives and policy plans by fulfilling a legislative requirement.
- b) In preparing the propositions there has been no consultation with stakeholders.
- c) The propositions have been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.

- d) The costs associated with the operation of the Complaints Panel and Review Board process will be met from the budget already allocated for this function.

5.3 In accordance with Rule 4(2):

- a) The propositions relate to the Committee's purpose and policy responsibilities by providing leadership and coordination of the work of the States so as to best manage the financial and other resources of the States.
- b) The propositions have the unanimous support of Members.

Yours faithfully

H L de Sausmarez
President

G A St Pier
Vice President

S J Falla
C N K Parkinson

SUMMARY OF CURRICULA VITAE OF PROPOSED COMPLAINTS PANEL MEMBERS

Summary Curriculum Vita for Advocate Michael John Adkins

Advocate Michael John Adkins is a partner at Collas Crill Advocates.

Advocate Adkins was called to the Guernsey Bar in 2014 and specialises in regulatory and public law, insolvency and dispute resolution. He is a BVI Attorney, Solicitor-Advocate (Civil) of the Senior Courts of England and Wales, and a Barrister and Solicitor of the Supreme Court of Victoria, Australia.

Advocate Adkins was appointed as the Complaints Panel's Chairman in September 2019.

Since moving to Guernsey, Advocate Adkins has acted in a number of high-profile public law cases, including Sark Electricity v EPCC, Alderney Renewable Energy v ACRE and Guernsey Post v OUR. He currently has a number of ongoing public law matters involving various States or public administrative bodies.

Before moving to Guernsey in 2009, Advocate Adkins was employed within the Enforcement Division of the Australian Securities & Investments Commission. In this role he led and advised the investigation and litigation teams in a broad range of company and financial services cases.

Summary Curriculum Vita for Mr Andrew James Castle

Born in Guernsey, Mr Castle started his professional life as a teacher on the mainland but came back to the island in 1976 where he held several posts in the Guernsey Civil Service, culminating in nine years as Director of HR at the then-Board of Health. In 2013 he started "Castle Defence" offering employment law advice and representation to employers and employees, including representation at Tribunal. Mr Castle has served several terms on union executives including the NUS and the Civil Service Association (now Prospect).

Mr Castle is a member of the Chartered Institute of Personnel Development and, until recently, served on the Executive Committee of the Retired States Employees' Association, which represents the interests of members of the Public Services Pension Scheme. Mr Castle has also recently served on a Scrutiny Management Committee Working Party looking at recruitment and retention in the public sector. He has been a member of the Review Board panel since 2021 and has assisted with several cases.

APPENDIX 1 (CONTINUED)

Summary Curriculum Vita for Mr Richard (Rick) Denton

Mr Denton is a consultant and Non-Executive Director for a number of commercial businesses. Until last year he was a UK Council Member for the Institute of Directors. Locally, he chairs Guernsey Post Ltd and the Hoegh family office. He has also chaired the Guernsey

Banking Deposit Protection Scheme and has been a Non-Executive Director of Guernsey Electricity Limited. He is a Board member of local charities and co-patron of the Guernsey Cardiac Action Group.

Mr Denton moved to Guernsey in 1997 and has 30 years' experience in financial services, including leadership roles in the banking, fiduciary and investment subsidiaries of Barclays, Fortis Intertrust, Bank of Bermuda and Coutts/NatWest. He has also been CEO of a locally headquartered family office business.

Mr Denton is a qualified banker, trustee, investment advisor, coach and company director. He also holds an MBA with distinction.

Summary Curriculum Vita for Advocate Simon Patrick Florance

Advocate Florance is counsel to the dispute resolution and litigation team at Carey Olsen and specialises in commercial litigation and regulatory matters. His experience and expertise encompasses a wide range of areas including complex contractual disputes, shareholder and investor actions, cross-border litigation, freezing orders, contentious banking and finance issues, and property and construction disputes. Advocate Florance also advises on regulatory matters including anti-money laundering, data protection, directors' duties and renewable energy.

Advocate Florance was admitted as an Advocate of the Royal Court of Guernsey in November 2019. He was admitted as a solicitor to the Supreme Court of New South Wales, Australia and to the High Court of Australia in 1994 and as a solicitor in England and Wales in 2017. Prior to joining Carey Olsen in 2006, Advocate Florance was a director with PricewaterhouseCoopers Legal in Sydney, Australia.

Summary Curriculum Vita for Mr George Arthur Riley

Mr Riley has over 40 years' experience in the finance sector. He opted for early retirement in 2016 when he was MD of RBC's Investment Management Company and Head of Discretionary Investment Management for the British Isles. From 2000 he worked with RBC in Geneva where he was Appointed Chief Investment Officer, returning to Guernsey in 2006 to lead RBC's Global Investment Solutions business.

Mr Riley has served on the Boards of Public Investment Funds regulated by both the Guernsey and Jersey Financial Services Commissions.

APPENDIX 1 (CONTINUED)

Prior to joining RBC, Mr Riley worked for Lloyds Bank International, initially in the Executor and Trustee Division and latterly managing the Trust and Private Client business in Monaco. While in Monaco he was appointed President of the British Association of Monaco. He has acted as volunteer advisor to the Guernsey Young Enterprise program on two occasions.

Mr Riley is a Chartered Fellow of the Institute for Securities and Investment and holds the Institute of Directors' Diploma in Company Direction.

Summary Curriculum Vita for Miss Lisa-Jayne Vizia

Miss Vizia is a director and shareholder of Saffery Trust (Guernsey) Limited. She joined the board and company in 2010 having previously worked for a leading bank-owned international trust company.

Born and educated in Guernsey, Miss Vizia has worked in the trust industry since 1986 and has been a Member of the Society of Trust and Estate Practitioners since 1997, as well as a Member of the Institute of Directors since 2004. She has significant expertise in acting as Trustee and Director, managing structures for ultra-high net worth families. She works in partnership with the clients' family offices adding value by providing proactive strategic input and becoming a trusted advisor to such families.

Miss Vizia is also responsible for Saffery Trust's headline Corporate Social Responsibility initiative, the "Saffery Rotary Walk," and is a member of the Walk Committee. This is one of the Island's largest charity fundraising events supporting dozens of charitable causes each year.

Summary Curriculum Vita for Mrs Gayla Lynne Le Pelley

Ms Le Pelley is a senior HR leader currently employed with Specsavers as Head of HR for the Global Supply Chain function, where she oversees and business partners teams across the UK, Guernsey, AsiaPac and North America. Prior to this, she held senior HR roles within local commercial organisations, including Condor Group and SandpiperCI.

Since 2018, Ms Le Pelley has also served as a Non-Executive Director for Guernsey Mind, contributing to the charity's strategic direction and supporting its mission to promote positive mental health across the community.

Throughout her career, she has led large-scale organisational restructures and global change initiatives, worked collaboratively with trade unions, and managed multiple employment tribunals in both the UK and Guernsey. She holds a Postgraduate Diploma in Professional Development and Human Resources Management, is a Chartered Member of the CIPD, qualified project manager (APM) and is also trained as a Mental Health First Aider (MHFA England) and a Safer Domestic Abuse Champion.

Summary Curriculum Vita for Mr Roy Burke

Mr Burke is an Alderney resident and prior to retiring in 2018 he was Chief Secretary for the St Helena Government.

Mr Burke moved to Alderney in 2010 to take up the appointment as Chief Executive to the States of Alderney. He held this post until May 2014 when he moved to St Helena.

Prior to moving to Alderney, Mr Burke had held a number of senior appointments within the UK Civil Service including Chief Executive at the Department for Transport and Chief Executive for the Criminal Injuries Compensation Appeal Panel.

Summary Curriculum Vita for Mr Ian Carter

Mr Carter is an Alderney resident, having moved to Alderney in 2014 after a career in secondary school education, including 10 years as Headmaster of Poole Grammar School.

Subsequently he has sat on numerous UK Department of Education Teaching Regulatory Agency misconduct panels, and undertaken consultancy work for Ofqual, the Independent Schools Inspectorate and Cambridge International Examinations.

Within the Bailiwick he has been active in a range of organisations including the Alderney Wildlife Trust and the Rotary Club of Alderney. He was elected to the States of Alderney for a four-year term (2021-24), including a period as Chair of the Policy and Finance Committee. He is a member of Carewatch.

Summary Curriculum Vita for Mr David Gwyn Harry

Mr Harry is a retired English Solicitor. Prior to his retirement in 2014, Mr Harry specialised in property and land law and worked in Guernsey, London and South Wales.

Mr Harry is the Chairman of the Planning Panel and has served as a member of the Panel since 2009. He is also a member of the Commonwealth Games Federation Court. He was also appointed by the States of Guernsey as Deputy Public Trustee for a period of five months in 2018 until a permanent appointment could be made.

Between 2015 and 2018, Mr Harry was the Chief Executive Officer for the Guernsey Sports Commission. On leaving the Sports Commission in April 2018 he was appointed as Chief Executive of the Priaux Library until the end of 2021.

Mr Harry has also served as a non-executive director for a number of trust companies and property funds. He has been Chairman of Autism Guernsey since July 2024.

APPENDIX 1 (CONTINUED)

Summary Curriculum Vita for Advocate Julia Anne Springett White

Advocate White retired from private practice in 2016 and currently serves as Chairman of the Social Insurance Appeal Tribunals, Vice Chairman of the Housing Appeals Tribunal and Deputy Chairman of the Tax on Real Property Appeal Panel.

Advocate White also served as a member of the Planning Panel between 2011 and 2018.

Prior to her retirement, Advocate White specialised in civil litigation, including land and property disputes, planning and public law. She also undertook criminal defence work.



Policy & Resources
Committee

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16 September 2025

Dear Sir

**ADMINISTRATIVE DECISIONS (REVIEW) (GUERNSEY) LAW, 1986 –
COMPLAINTS PANEL: REQUEST UNDER RULE 2(4)**

Thank you for your letter dated 11 September 2025 in respect of the above policy letter.

The Committee is aware that some members do remain appointed following the expansion of the Complaints Panel in 2021; however, there is confusion in respect of earlier appointments which appear to have been made to align with political terms.

In order to ensure all members are properly appointed and to align those appointments with the requirements of the legislation and avoid any future confusion, it was decided to deal with the reappointment of all members by way of the propositions as submitted. Rather than amending the policy letter, the Committee propose explaining the background to this when presenting the matter in the States of Deliberation. I hope this approach meets with your approval.

I trust this is acceptable and provides sufficient information to enable you to issue the Rule 2(4) Billet.

Yours faithfully

Deputy Gavin St Pier
Vice President