

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY

**APPOINTMENT OF AN INDUSTRIAL DISPUTES OFFICER AND DEPUTY INDUSTRIAL
DISPUTES OFFICER**

The States are asked to decide:

Whether, after consideration of the Policy Letter entitled 'Appointment of an Industrial Disputes Officer and Deputy Industrial Disputes Officer', dated 28th November 2022, they are of the opinion:

1. To appoint Stephen Naftel as Industrial Disputes Officer with immediate effect and for a term ending on 31st December 2027, and
2. To approve the appointment of Kathryn Brown as Deputy Industrial Disputes Officer with immediate effect and for a term ending on 31st December 2027.

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COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY

APPOINTMENT OF AN INDUSTRIAL DISPUTES OFFICER AND DEPUTY INDUSTRIAL
DISPUTES OFFICER

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

28th November 2022

Dear Sir

1. Executive summary

- 1.1 Under The Industrial Disputes and Conditions of Employment (Guernsey) Law, 1993 ('the Law'), the States of Guernsey is required to appoint an Industrial Disputes Officer. The Law requires the Industrial Disputes Officer to appoint a Deputy Industrial Disputes Officer, whose appointment is subject to the approval of the States.
- 1.2 The current Industrial Disputes Officer, Stuart Le Maitre, and Deputy Industrial Disputes Officer, Boley Smillie, have tendered their resignations for personal reasons.
- 1.3 Following an open recruitment and selection process, the Committee *for* Employment and Social Security is recommending that the States appoint Stephen Naftel as Industrial Disputes Officer and Kathryn Brown as Deputy Industrial Disputes Officer with immediate effect and for a term ending on 31st December 2027.

2. Background

- 2.1 Section 1(1) of the Law requires the States to appoint an Industrial Disputes Officer. Under section 1(2) of the Law, the Industrial Disputes Officer shall hold office for such period as the States may direct.

- 2.2 Section 2 of the Law requires the Industrial Disputes Officer to appoint a Deputy Industrial Disputes Officer, whose appointment is subject to the approval of the States.
- 2.3 The current Industrial Disputes Officer, Stuart Le Maitre, and Deputy Industrial Disputes Officer, Boley Smillie, have tendered their resignations for personal reasons.

3. Recruitment and selection process

- 3.1 Upon the resignation of the current Industrial Disputes Officer and Deputy Industrial Disputes Officer, the Committee advertised the roles. The shortlisted candidates for the roles were interviewed by a panel. Candidates were assessed against the key criteria and skills identified for the positions.

4. Proposed appointees

- 4.1 The Committee recommends that the States appoint Stephen Naftel as Industrial Disputes Officer with immediate effect and for a term ending on 31st December 2027.
- 4.2 Following discussions between Stephen Naftel and the recommended candidate, and in the light of the findings of the selection panel, Stephen Naftel proposes to appoint Kathryn Brown as Deputy Industrial Disputes Officer. The Committee supports Stephen Naftel's proposal and recommends the States to approve the appointment of Kathryn Brown as Deputy Industrial Disputes Officer with immediate effect and for a term ending on 31st December 2027.
- 4.3 A brief career synopsis and a short resume of both candidates' relevant knowledge and experience is included at Appendix 1 of this Policy Letter.

5. Compliance with Rule 4 of the Rules of Procedure

- 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, propositions laid before the States.
- 5.2 In this Policy Letter, the Committee has set out its proposals for Stephen Naftel and Kathryn Brown to be appointed to the roles of Industrial Disputes Officer and Deputy Industrial Disputes Officer, respectively, and seeks the States support for the propositions, which are based on the Committee's purpose:

"To foster a compassionate, cohesive and aspirational society in which responsibility is encouraged and individuals and families are supported through schemes of social protection relating to pensions, other

contributory and non-contributory benefits, social housing,
employment, re-employment and labour market legislation.”

- 5.3 In accordance with Rule 4(1)(b), it is confirmed that the Committee has not consulted with other Committees or stakeholders in respect of the propositions set out in this Policy Letter.
- 5.4 In accordance with Rule 4(1)(c), it is confirmed that the propositions have been submitted to His Majesty’s Procureur for advice on any legal or constitutional implications.
- 5.5 In accordance with Rule 4(1)(d), it is confirmed that there are no financial implications to the States of carrying these proposals into effect.
- 5.6 In accordance with Rule 4(2)(b), it is confirmed that the propositions have the unanimous support of the Committee.

Yours faithfully

P J Roffey
President

H L de Sausmarez
Vice-President

T L Bury
S J Falla
J A B Gollop

R J Le Brun
Non-States Member

M R Thompson
Non-States Member

APPENDIX 1

STEPHEN NAFTEL

Stephen Naftel retired from a career in public service in 2018. He spent most of his working life in the field of Industrial Relations becoming principal advisor to, and chief negotiator for, the States of Guernsey on the pay and conditions applicable to a workforce of approximately 5,000. In this capacity he was instrumental in securing hundreds of negotiated pay and conditions settlements. His career has involved the development of strong relationships with nearly all the unions with a presence in Guernsey. He has also worked with previous Industrial Disputes Officers dating back to the 1980s - consequently he already has a detailed knowledge of the Law and its workings.

KATHRYN (KATE) BROWN

Kate has more than 20 years of experience in HR leadership across the financial services, healthcare, property and retail sectors within FTSE 100/250/private global companies. Her most recent role was Global People Director at Specsavers. Before joining Specsavers, Kate was Chief People Officer for Countrywide and has previously held senior roles in BUPA, RSA and AXA. She has recently qualified as an accredited Mediator in Civil, Commercial and Employment Mediation at the London School of Mediation. Kate is also an Executive Coach accredited by Henley Management College and has a degree in Psychology.