

**THE STATES OF DELIBERATION**  
**of the**  
**ISLAND OF GUERNSEY**

**COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY**

**APPOINTMENT OF THE DIRECTOR OF THE EMPLOYMENT AND EQUAL OPPORTUNITIES  
SERVICE**

The States are asked to decide -

Whether, after consideration of the Policy Letter entitled 'Appointment of the Director of the Employment and Equal Opportunities Service', dated 20<sup>th</sup> January 2025, they are of the opinion:

1. To appoint Mr Ian Gavet to the Office of the Director of the Employment and Equal Opportunities Service, for a period of five years, with effect from 1<sup>st</sup> March 2025 until 28<sup>th</sup> February 2030, pursuant to Section 1(3) of the Employment and Equal Opportunities Service (Guernsey) Law, 2023.

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SERVICE

The Presiding Officer  
Royal Court  
St Peter Port  
Guernsey

20<sup>th</sup> January 2025

Dear Sir

**1. Executive summary**

- 1.1 The Director of the Employment and Equal Opportunities Service (“the Director” or “Director”) is an independent holder of public office, appointed by the States of Deliberation in pursuance of section 1(3) of the Employment and Equal Opportunities Service (Guernsey) Law, 2023<sup>1</sup> (“the Employment and Equal Opportunities Service Law”), after recommendation by the Committee *for* Employment & Social Security (“the Committee”).
- 1.2 The current Director, Mr Stephen Glencross, has been appointed to a senior HR role within the States of Guernsey and will vacate his post on 28<sup>th</sup> February 2025.
- 1.3 Following an open selection process, the Committee recommends that Mr Ian Gavet be appointed to the position of Director for a period of five years, with effect from 1<sup>st</sup> March 2025.

**2. Background**

- 2.1 Section 1 of the Employment and Equal Opportunities Service Law requires the States to appoint a Director of the Employment and Equal Opportunities Service, after recommendation by the Committee.
- 2.2 The Director leads the Employment and Equal Opportunities Service (“the EEOS”) which commenced operations in October 2023, replacing the

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<sup>1</sup> [The Employment and Equal Opportunities Service \(Guernsey\) Law, 2023.](#)

Employment Relations Service (“the ERS”). The EEOS, which undertakes all of the functions previously carried out by the ERS, was formed in recognition of the expanded function of the service beyond the field of employment when the Prevention of Discrimination (Guernsey) Ordinance, 2022<sup>2</sup> (“the Discrimination Ordinance”) entered into force on 1<sup>st</sup> October 2023. The EEOS handles complaints made under the Discrimination Ordinance and offers free pre-complaint conciliation to try to satisfactorily resolve employment and discrimination issues before they escalate into formal complaints.

- 2.3 The EEOS is more arms-length and independent of the States than was the ERS in order to guarantee operational independence when managing employment-related and discrimination-related complaints which might involve the States of Guernsey. This structure and delivery model was approved by the States in July 2020 following consideration of a Policy Letter from the Committee entitled ‘Proposals for a New Discrimination Ordinance’<sup>3</sup>.
- 2.4 The general and statutory functions of the Director are set out in Appendix 1 to this Policy Letter.

### **3. Selection process**

- 3.1 The role of the Director was advertised twice via the States of Guernsey’s website, and through the States of Guernsey’s social media channels, from 30 September 2024 to 21 October 2024 and from 4 November 2024 to 18 November 2024. Two candidates were shortlisted for interview by a panel comprising two senior Civil Servants and Mr Ian Gavet was selected as the panel’s preferred candidate. The Committee subsequently agreed to nominate Mr Gavet to be appointed by the States to the role of Director.
- 3.2 Mr Gavet has over 14 years’ experience working in senior management positions in the public sector, both in Guernsey and abroad in Canadian municipal government. He is experienced in a wide range of human resource and relationship management issues, including conciliation. A summary of Mr Gavet’s career is set out in Appendix 2 to this Policy Letter.
- 3.3 The Committee recommends the appointment of Mr Gavet to the role of Director for a period of five years, with effect from 1<sup>st</sup> March 2025.

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<sup>2</sup> [The Prevention of Discrimination \(Guernsey\) Ordinance, 2022 \(consolidated text\)](#).

<sup>3</sup> Proposals for a New Discrimination Ordinance ([Billet d’État XV of 2020, Article XV](#)).

#### **4. Compliance with Rule 4 of the Rules of Procedure**

- 4.1 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.
- 4.2 In accordance with Rule 4(1)(a), the Committee confirms that this represents business as usual. Therefore, this is not referenced in the Government Work Plan.
- 4.3 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 proposition set out in this Policy Letter as this is considered unnecessary.
- 4.4 In accordance with Rule 4(1)(c), it is confirmed that the proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.
- 4.5 In accordance with Rule 4(1)(d), it is confirmed that the cost of the Office of the Director is factored into the Committee's budget.
- 4.6 In this Policy Letter, the Committee has set out its proposals for the appointment of Mr Ian Gavet to the role of Director of the Employment and Equal Opportunities Service, and seeks the States' support for the proposition, which is aligned with 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."
- 4.7 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

L C Queripel

M R Thompson  
Non-States Member

R J Le Brun  
Non-States Member

## APPENDIX 1

### The Functions of the Director of the Employment and Equal Opportunities Service

The **general functions** of the Director are:

1. to promote equal opportunities and work towards the elimination of discrimination,
2. to improve employment relations and work towards the elimination of unlawful employment practices,
3. to publicise practices which the Director considers to be good in the fields of employment, equal opportunities, disability and inclusion,
4. to assist in the resolution of employment disputes,
5. where the Committee requests, to provide the Committee with reports, advice, information and assistance on any matter connected with the promotion of equal opportunities, the elimination of discrimination or employment issues,
6. to prepare and submit to the Committee, either at the request of the Committee or of the Director's own motion, recommendations and schemes for measures (including the revision of legislation) that may support or promote any of the functions of the Director, and
7. all such other functions as are provided for by Ordinance of the States.

The **statutory functions** of the Director are:

1. the functions transferred from the Committee to the Director by section 10 of the Employment and Equal Opportunities Service (Guernsey) Law, 2023, namely:
  - a. under the Sex Discrimination (Employment) (Guernsey) Ordinance, 2005<sup>4</sup> -
    - i. the provision of conciliation services under section 43,
    - ii. the countersigning of agreements under section 41(2)(b),
    - iii. the issue of non-discrimination notices under section 55,
    - iv. the maintenance of a register of non-discrimination notices under section 57,
    - v. the power to obtain information under section 58, and
    - vi. the requirement to cooperate with the Tribunal under section 67,

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<sup>4</sup>

[The Sex Discrimination \(Employment\) \(Guernsey\) Ordinance, 2005 \(consolidated text\).](#)

- b. under the Minimum Wage (Guernsey) Law, 2009<sup>5</sup> -
    - i. the provision of conciliation services under section 11, and
    - ii. the power to appoint officers under section 13,
  - c. under the Employment Protection (Guernsey) Law, 1998<sup>6</sup> -
    - i. the countersigning of agreements under section 19(3)(c), and
    - ii. the provision of conciliation services under section 20.
2. any functions assigned to the Director, or to the Employment and Equal Opportunities Service, by or under any enactment, including under the Discrimination Ordinance and the functions assigned by that Ordinance include but are not limited to -
- a. the provision of pre-complaint conciliation services under section 41 and of conciliation services under section 47,
  - b. the bringing of proceedings under Part IX,
  - c. the issue of non-discrimination notices under section 60 and the establishment and maintenance of a register of non-discrimination notices under section 64,
  - d. the imposition of financial penalties under section 61, and
  - e. the service of information notices under section 65.

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<sup>5</sup> [The Minimum Wage \(Guernsey\) Law, 2009 \(consolidated text\).](#)

<sup>6</sup> [The Employment Protection \(Guernsey\) Law, 1998 \(consolidated text\).](#)

## **APPENDIX 2**

### **Career Summary – Mr Ian Gavet**

Ian Gavet is a Guernsey born, internationally experienced, progressive, accountable, and visible leader with more than 14 years of experience in local government at the service lead / Director level.

Much of this time has been spent in statutory appointments as a Director of Fire and Emergency Services (Chief Fire Officer) in Canada including deployment to Afghanistan as the Chief Fire Officer for Canadian Forces in Kandahar, representing Canada with NATO.

In addition, Mr Gavet has a keen, off duty, interest in delivering vocational adult education at the college and university level from 2006 to 2019 and has actively participated in the third sector in the communities he served.

In 2014, he was awarded the internationally recognised, Chief Fire Officer (CFO) designation for demonstrated, evidenced, sustained, and independently assessed competence in a variety of areas including leadership, human resources, governance, business acumen and finance. He was also a member of the Institute of Fire Engineers.

Mr Gavet moved back to Guernsey in 2020 and initially took a role as a General Manager of a commercial company with offices in the Channel Islands and the UK while it navigated the challenges of COVID-19.

However, in early 2021, an unexpected opportunity arose for Mr Gavet to return to his love of public service, this time in a senior leadership role with States Works, an unincorporated business within the States' Trading Supervisory Board. He has remained in that role with increasing responsibility, culminating in taking accountability for the normal activities of the business and its circa 200 staff in an acting role in July 2023, which was made permanent in January 2024. He is a non-voting member of the States Works Board.

Mr Gavet has a proven record of strategic leadership, human resource management in the employer context (including negotiations, conciliation, and tribunals), organisational change, business turnaround, people, asset, and financial management.

Mr Gavet was educated at the secondary school level at Elizabeth College, has undertaken extensive public safety and leadership vocational education in Canada and the United States at both College and University level and has undertaken other role appropriate courses like the Harvard Manage Mentor program, and in recent years a BTEC in Workplace Investigations and Investigative Interviewing.

Mr Gavet cares about people, public service delivery, employment relations, diversity, inclusion and educating stakeholders both for their general knowledge and to prevent the likelihood of future conflict.



Mr Gavet will continue with his personal commitment to upskilling with relevant continuing education over the term of the appointment, with a focus on courses that will maintain and, where possible, enhance service delivery.

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SERVICE

The President  
Policy & Resources Committee  
Sir Charles Frossard House  
La Charroterie  
St Peter Port  
GY1 1FH

20<sup>th</sup> January 2025

Dear Deputy Trott

**Preferred date for consideration by the States of Deliberation**

In accordance with Rule 4(3) of the Rules of Procedure of the States of Deliberation and their Committees, the Committee *for* Employment & Social Security requests that the Policy Letter entitled 'Appointment of the Director of the Employment and Equal Opportunities Service' be scheduled for consideration at the States' meeting that is due to commence on 19<sup>th</sup> February 2025.

The current Director of the Employment & Equal Opportunities Service is due to vacate the position on 28<sup>th</sup> February 2025. Consideration of this Policy Letter at the States meeting commencing on 19<sup>th</sup> February 2025 will enable the proposed candidate to be appointed with effect from 1<sup>st</sup> March 2025.

Yours sincerely



Peter Roffey  
President

Lindsay De Sausmarez  
Vice President

Tina Bury, Steve Falla, Lester Queripel

Ross Le Brun, Mark Thompson  
Non-States Members