

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

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

**THE APPOINTMENT OF ADDITIONAL EMPLOYMENT & DISCRIMINATION TRIBUNAL  
PANEL MEMBERS**

The States are asked to decide:-

Whether, after consideration of the Policy Letter under the above title dated 7<sup>th</sup> June 2016, they are of the opinion to appoint Jason Hill, Darren Karl Etasse and Wayne Anton Hassall as members of the Employment and Discrimination Panel with effect from 7<sup>th</sup> September 2016 until 28<sup>th</sup> February 2018.

The above Proposition has been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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**of the**  
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**COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY**

THE APPOINTMENT OF ADDITIONAL EMPLOYMENT & DISCRIMINATION TRIBUNAL  
PANEL MEMBERS

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

7<sup>th</sup> June, 2016

Dear Sir

**1      Executive summary**

- 1.1      Section 1 of the Employment and Discrimination Tribunal (Guernsey) Ordinance, 2005 requires the States, on the recommendation of the Committee *for* Employment & Social Security, to draw up and maintain a panel to be called the Employment and Discrimination Tribunal Panel. The Panel is usually appointed for a three year period.
- 1.2      The Law requires that the Panel must consist of such number of persons as in the opinion of the States, is necessary for the purpose of hearing and determining complaints under the provisions of the relevant enactments (covering Unfair Dismissal, Sex Discrimination and Minimum Wage claims in employment).

**2      The selection process**

- 2.1      To ensure the States maintain a credible and appropriately skilled Panel, the then Commerce and Employment Department conducted a local advertising and recruitment campaign to identify suitable candidates with the skills, knowledge, and experience to fulfil the role. Fourteen people submitted applications and eight were shortlisted, on the basis of previously agreed objective criteria. Those selected then took part in an independent assessment of those skills at an Assessment Centre managed by trained staff from the UK Advisory, Conciliation and Arbitration Service (ACAS). This process reduced the shortlist to three candidates with the required skills and competencies for appointment.

- 2.2 A Panel of between 12 and 18 is considered sufficient to administer the Tribunal process. Three additional members will bring the Panel to 15 and the Committee is recommending their appointment.

### **3 The recommended panel members**

- 3.1 The names of the three candidates along with a brief career history and a short resume of their relevant knowledge and experience is included at Appendix I of this report. It is suggested that the three individuals concerned are appointed as Panel members with effect from 7<sup>th</sup> September, 2016 until 28<sup>th</sup> February 2018 when the period of appointment for current members ends.

### **4 Proposition**

- 4.1 The States are asked to decide whether they are of the opinion:-

To appoint Jason Hill, Darren Karl Etasse and Wayne Anton Hassall as members of the Employment and Discrimination Panel with effect from 7<sup>th</sup> September 2016 until 28<sup>th</sup> February 2018.

### **5 Committee Support for Proposition**

- 5.1 In accordance with Rule 4(4) of the Rules of Procedure of the States of Deliberation and their Committees, it is confirmed that the proposition above has the unanimous support of the Committee *for* Employment & Social Security.

Yours faithfully

M K Le Clerc  
President

S L Langlois  
Vice-President

M J Fallaize  
J A B Gollop  
E A Yerby

M J Brown  
Non-States Member

A R Le Lièvre  
Non-States Member

## **APPENDIX I**

### **EMPLOYMENT & DISCRIMINATION TRIBUNAL PANEL**

#### **Summary of the Career History of Candidates Proposed for Appointment**

##### **Jason Hill**

Jason Hill is a Crown Advocate in the Civil Litigation Directorate of the chambers of the Law Officers of the Crown and as such is part of the team of lawyers that advises and represents the States of Guernsey and other quasi-governmental organisations in civil matters. He was appointed a Crown Advocate in 2013 having been called to the Guernsey Bar in 2011 and appears regularly before the various courts in the Bailiwick. He is particularly experienced in cases involving public law, land law, financial services, commercial litigation and company law. Prior to coming to Guernsey in 2009, he was a barrister in private practice in Sheffield after being called to the English Bar in 1995 and specialized in civil and chancery practice. He is also an accredited mediator and a Member of the Chartered Institute of Arbitrators.

##### **Darren Karl Etasse**

Mr Etasse is an independent facilities management and building services consultant. Prior to this he was Managing Director of AFM Ltd across the Channel Islands and has over 20 years of experience in running a large organisation with a workforce of over 400 staff. He is a qualified IOD Director and a qualified building services engineer and was Chairman of the Channel Island branch of BIFM. As a long serving and practicing Director of a large organisation, he has been involved in a number of internal disciplinary investigations and hearings, taking in a broad range of cultural and ethnic backgrounds.

##### **Wayne Anton Hassall**

Mr Hassall joined Frontier Economics Ltd as an Associate within its public Policy Practice in October 2015 following retirement from a forty-one year career in Guernsey's Civil Service. The greater part of his Civil Service Career was undertaken in the Social Security Department where in 1987 he was appointed to the post of Manager of Contributory Benefits. Principal responsibilities of the post included the ongoing review and development of contributory benefits policy.

In 2000 Mr Hassall took up a position as the Assistant Policy Analyst at the former Advisory and Finance Committee. In 2006 he moved to the Commerce and Employment Department, latterly becoming Director of Policy and then Director of Economic Development. Mr Hassall's responsibilities for strategy and policy development included communications and connectivity; enterprise; labour/workforce

(including the development of a Skills Strategy); land use/planning and security of supply and contingency planning relevant to economic needs.

March 2016