

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

THE COMMITTEE *FOR* HOME AFFAIRS

POLICE COMPLAINTS COMMISSION: REAPPOINTMENT OF MEMBER

The States are asked to decide:-

Whether, after consideration of the Policy Letter entitled 'Police Complaints Commission: Reappointment of Member' of the Committee *for* Home Affairs, they are of the opinion to re-appoint Ms Alison Quinn as an ordinary member of the Police Complaints Commission for four years, with effect on and from 1st April 2017.

The above propositions have 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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POLICE COMPLAINTS COMMISSION: REAPPOINTMENT OF MEMBER

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

30th January, 2017

Dear Sir

1. Executive Summary

The purpose of this report is to propose the reappointment of Ms Alison Quinn as a member of the Police Complaints Commission ('the Commission').

2. Background

In 2005, the States of Deliberation approved the Committee *for* Home Affairs' (then Home Department's) recommendation that legislation be introduced to establish a Police Complaints Commission at a local level (Billet d'État I, 2005). The Police Complaints (Guernsey) Law, 2008 ('the Law') accordingly came into effect on 1st July 2011 and creates the Commission as an independent panel to maintain oversight of how complaints against the police are handled.

The Schedule to the Law sets out the composition of, and appointment process to, the Commission, including:-

- the Commission shall consist of a Chairman and five ordinary members;
- the Chairman and ordinary members shall be appointed for a term of four years by the States of Deliberation upon the recommendation of the Committee *for* Home Affairs;
- the Commission may be reappointed.

3. Reappointment

Ms Quinn has served as a Commissioner since her appointment on 1st February 2013, meaning that her term of office comes to an end on 1st February 2017.

The Committee is satisfied that Ms Quinn meets all the prescribed criteria set out in Law regarding the suitability for reappointment and, over the last four years, she has discharged her duties with professionalism and integrity. The Committee is therefore pleased to confirm that Ms Quinn has indicated her wish to stand for reappointment.

4. Recommendation

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

To re-appoint Ms Alison Quinn as ordinary member of the Police Complaints Commission for four years with effect on and from 1st April, 2017.

5. Proposition

In accordance with Rule 4(4) of The Rules of Procedure of the States of Deliberation and their Committees, it is confirmed that the propositions accompanying this policy letter have the unanimous support of the Committee *for* Home Affairs.

Yours faithfully

M M Lowe
President

R H Graham
Vice-President

M P Leadbeater
V Oliver
R G Prow

ALISON QUINN FCCA

Aon Insurance Managers (Guernsey) Limited, Guernsey April 2008 – September 2011

Aon corporation is a leading provider of risk management services, insurance and reinsurance brokerage. The Guernsey office specialises in captives, protected and incorporated cell companies.

As an Assistant Director and part of the senior management team this involves managing both a portfolio of clients and support staff. As operational executive for various clients this covers overseeing the production and sign off on client quarterly management accounts, cash analysis and presenting to the captive owners at Board Meetings.

Accenture, London May 2004 – March 2008 www.accenture.com

Accenture is a global management consulting, technology services and outsourcing company, with net revenues of US\$16.65 billion for the fiscal year ended August 2006.

May 2007 – March 2008

Sole responsibility for the client financial management of the IT Outsourcing division of Accenture's second largest FTSE 100 client, which had an annual turnover circa £28m. Involved in the model building of cost and profit scenarios for the contract renegotiation, which incorporated cost complexities of incentive schemes and offshoring levels, and various revenue drivers over five and ten year projections. Responsible for the execution of the monthly deliverables run by a team of four based across satellite offices, comprising of forecasting, revenue recognition, estimates to completion, variance analysis, revenue sharing, inventory reconciliations and invoicing. Worked alongside the finance transition team to improve on the revenue recognition model used to increase its functionality and improve team efficiencies on the monthly deliverables. Ensured the team were constantly striving to improve the quality of service provided to the client and internal management. Identified and developed opportunities to optimise individual's performance, and acted as career counsellor to three resources outside of the team. Developed recommendations and implemented action plans to Senior Executives on driving initiatives to meet targets and how to effectively manage and forecast operational costs. Compiling global reporting requirements on the division's metrics and ensuring adherence to US GAAP. Liaised with the client and adeptly managed their expectation.

May 2004 - May 2007

On joining Accenture commenced on the Transformation division of the same client, as part of a team of six, responsible for client invoicing and forecasting and managing two resources. Ensuring the accuracy of the invoice involved overseeing time and materials billing for over 600 resources from various locations, based within the UK and Spain. Adapted and increased the functionality of the invoicing model which streamlined the

process, and factored in additional requirements at the client's request. Identified shortfalls of the forecasting process and tested a new model devised to increase accuracy of forecasting revenue and costs. After 18 months promoted to manage this division, responsible for supervising invoicing, forecasting, receivables management and revenue recognition whilst the team was restructured.

Chime Communications, Bell Pottinger PR Group, London April 2001 – May 2004
www.chime.plc

Chime Communications is the UK's leading independent communication group. Public relations division turnover for 2003 was £42m (unaudited).

On joining as a part qualified accountant initially responsible for the management accounts and balance sheets for two of the Bell Pottinger Group of six companies. On their merging took on a further company with an overseas office. After 6 months attended the monthly management meetings to present the accounts to senior management and company directors, commenced working on financials for pipeline opportunities and new business targets. Compiled the annual company budgets and managed the monthly forecasts, produced variance analysis and calculation of client gains and losses. Instigated a trial time reporting system for staff use and evaluate client profitability. Reviewed work in progress for client incurred expenses and ensured these were correctly billed to the client under individual contractual terms.

Producing statutory accounts and tax packs, working with auditors. Compiled P11D information for 30 staff. Tested and provided input at developmental stages for the installation of new accounting systems introduced.

John Charcol Limited, London May 1999 – March 2001 www.bradford-bingley.co.uk

Now part of Bradford and Bingley. John Charcols was an IFA established in 1974, offering advice to customers with complex financial needs including mortgages, pensions, investments and insurance.

Purchase ledger clerk responsible for the payment of invoices for the thirteen nationwide branches, liaising with suppliers, and internal staff resolving queries and disputed costs. After a year promoted to head up this area and recruited and managed temporary staff. Systems tested the fixed asset module built and maintained the fixed asset register. Worked with the Bradford and Bingley finance team in both the transition of the purchase ledger to their Hatfield offices and the implementation of the new processes to the existing suppliers. Assisted with the management accounts and preparation of the statutory accounts and liaising with auditors.

Temporary assignments, Guernsey & London March 1998 – April 1999

Ansbacher (Guernsey) Limited: Sending SWIFT payments. Calculation and entry of stock and share dividends

Marsh and McLean, Guernsey: Preparing mortgage quotes and pension plans
Bristol and West, Guernsey: Daily bank reconciliations and arranging bank transfers for foreign payments
Primary Care Agency, London: Preparation of variance analysis from the annual budget for expenditure by GP practices

Travelling November 1997 – February 1998

Travelled around Australia and New Zealand

Marine & General Engineers, Guernsey August 1995 – September 1996

Calculation of the weekly payroll for 50 staff. Preparation of work in progress reports, maintaining sales and purchase ledgers, liaising with clients and suppliers to resolve any disputes.

Learning Disability Services, Guernsey August 1994 – July 1995

Assistant psychologist worked with children with learning disabilities as part of the Mental Health Team

Voluntary work, London August 1993 – August 1994

Six months as a personal assistant to a paralysed gentleman and six months as day care assistant at a residential RNIB school for children with learning disabilities

Education and Qualifications

August 2003 ACCA qualified

1996 – 1997 Keele University
MA in Community Care

1990 – 1993 University of Portsmouth
BSc Honours 2ii degree in Psychology

1983 – 1990 Blanchelande College, Guernsey
10 GCSE's / O Levels (all grade A-C) and 3 A Levels: Biology (C); Mathematics (C) and Chemistry (E)

Systems Experience

Advanced Excel, Microsoft Outlook and Lotus Notes. SAP, Agresso, Globe and Sun Accounting Systems

Relevant experience

Following University in 1993 I spent a year as a community service volunteer, initially spending six months as an assistant to a tetraplegic gentleman living independently in London. This was an eye opener from University life and I had to quickly adapt to very different challenges. It was a character building time and one where I learnt hands on about equal opportunities. Years later the gentleman asked me to be part of a team where we spent three months travelling around Australia and New Zealand, and he remains a friend. What I have learnt from knowing this gentleman is diverse. A common sense view was needed at all times, being able to make a quick judgement of what was and wasn't possible. Initially the gentleman had come straight from hospital and a trip out of his flat was a week to plan, building to myself stood on top of a bridge in Australia helping tie support ropes before he bungeed jumped in a wheelchair. Initially it was also a very mentally challenging time, as he was learning to adapt to a new way of life.

Before studying for my Masters in Learning Disability I also completed a year's work placement for the Guernsey Learning Disability Services working as an assistant psychologist. This was very intensive work but also most rewarding.

Both these experiences highlighted to me the importance of listening and reviewing situations in their entirety and often from different perspectives. I realised there was not always a right and wrong, but rather different ways to view a scenario. My studies introduced me to the concept of informed choice and how the application of equal opportunities and human rights has changed since the 1960's within the field of disabilities.

Whilst I enjoyed my time and studies in psychology I decided it was not the career path for me and I found myself working in the finance sector in London in 2000. I worked at an insurance company, John Charcol's, where I was involved with the start-up of several of their branches across the UK. I enjoyed the team work and the satisfaction of reaching goals and targets. I started studying accountancy and qualified in 2003. Since then I have worked at Bell Pottinger and Accenture, leaving London in 2008 to return to Guernsey. From 2008 to 2011 I was an Assistant Director at Aon Insurance Managers.

As an accountant I have learnt to work under pressure having to organise my time ensuring deadlines were met whilst guaranteeing the job got proper attention. For example working at Accenture and Aon both had American head offices and outsourcing in Bangalore; UK bank holidays were not recognised and time lines affected availability of information when aiming to meet deadlines. Planning was a necessity and working as a team paramount. As a trainee accountant I delivered unfavourable results to company heads when reporting financial results through to my time at Aon, preparing their internal accounts and having to question Directors on particular expenses. At Aon I also headed up the Company Secretarial department,

responsible for the internal monitoring to ensure the Guernsey Financial Services regulations were met. Again this involved questioning Directors. I have always worked as a member of a team, and from my time since Bell Pottinger also lead a team.

When I was a newly promoted manager taking on a team of staff I recall being advised my actual accounting work would need to be done in 3 days, as time for team work would take up 2 days. This surprised me but in fact proved to be the case and I would pride myself in saying I have always taken the time to listen to staff issues and aimed to find work around solutions. Given my background in psychology, personnel matters have always been important to me.

My career has ranged from psychology to accountancy. Given this diversity I am able to consider the human factor of unpredictability and whilst not always understanding why behaviours occur I can be open minded in hearing different viewpoints. I have a methodical and logical mindset and express myself clearly having attended and been a member of various management teams. I am competent presenting information both orally and written. I enjoy the challenges faced being a member of the police complaints commission whilst fully appreciative of the significance of decisions made.

I am currently a full time Mum to our 5 year old daughter and 4 year old son.