

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

STATES' TRADING SUPERVISORY BOARD

APPOINTMENT OF A NON-EXECUTIVE DIRECTOR – GUERNSEY POST LIMITED

The States are asked to decide:-

Whether, after consideration of the policy letter entitled 'Appointment of a Non-Executive Director – Guernsey Post Limited' dated 12 November, 2020, they are of the opinion:-

1. To approve the appointment of Mrs Paula Williams as a non-executive director of Guernsey Post Limited with immediate effect.

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

12 November, 2020

Dear Sir

1 Executive Summary

- 1.1 The purpose of this policy letter is to seek the States' approval for the appointment of a new non-executive director to the Board of Guernsey Post Limited (GPL).

2 Background

- 2.1 Under the terms of the States Trading Companies (Bailiwick of Guernsey) Ordinance, 2001 (as amended), non-executive directors of the States Trading Companies¹ are appointed by the States upon the recommendation of the States' Trading Supervisory Board (STSB).
- 2.2 Following a review of the company's succession plan by GPL in consultation with the STSB and, as a result of anticipated vacancies on the GPL Board, the company undertook an open recruitment process to identify candidates. Before doing so, it undertook an analysis of the skills against which it wanted to recruit and then consulted with the STSB to agree and finalise these. An advert was then placed to seek applications from interested individuals, which were then shortlisted against the agreed set of key criteria.
- 2.3 A total of twenty-six applications were received which were considered alongside the candidates included in the STSB's business adviser pool, as

¹ For the purposes of the Ordinance, only Guernsey Electricity Limited and Guernsey Post Limited are designated as States Trading Companies.

established by the Board in 2019². Following the review process, a short list of five candidates was put forward for interview by GPL's Nominations Committee.

2.4 Following the recruitment process, GPL recommended to the STSB the appointment of Mrs Paula Williams as a non-executive director of the company. Having carefully considered this recommendation, the STSB supports the proposed appointment, which GPL is recommending becomes effective immediately.

2.5 A summary of the candidate's curriculum vitae is included in Appendix 1.

3 Compliance with Rule 4

3.1 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.

3.2 In accordance with Rule 4(1), the Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications.

3.3 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 above have the unanimous support of the Board.

3.4 In accordance with Rule 4(5), the Propositions relate to the duties of the STSB to carry out the States' role as shareholder of any incorporated companies which are owned by the States and which the States have resolved to include in the mandate of the Board.

Yours faithfully

P J Roffey
President

C N K Parkinson
Vice-President

N G Moakes
Member

² The STSB's business adviser talent pool was established in 2019 following an open recruitment process seeking experienced business leaders to provide additional commercial expertise to the different trading assets at board level.

S J Falla MBE
Non-States Member

J C Hollis
Non-States Member

CURRICULUM VITAE

Mrs Paula Williams

Mrs Williams has significant Board experience having held several Non-Executive positions during her career. Mrs Williams is currently President of the Channel Islands Cooperative Society and Chairperson of the Bailiwick Scouts Association which during her tenure won the Queens Award for Voluntary Service in 2019.

Mrs Williams also has a breadth of commercial and change management experience having held several senior management roles on Guernsey including positions at the GTA University Centre, IPES and HSBC. Prior to moving to Guernsey in 2013 Mrs Williams had a successful career in the UK, Australia and New Zealand again working for several prominent organisations including the New Zealand Tertiary College, Vodafone and ET&T.

In 2017 Mrs Williams became the Founder and Managing Director for Island Consortium Training, an organisation focused on the delivery of regulatory compliance, trust administration and professional skills training to companies in Guernsey, Jersey, Isle of Man and the UK.

Mrs Williams holds several professional qualifications including an MBA in Strategic Management from the Henley Business School and the Institute of Directors Diploma in Company Direction.