

# Department of Work and Pensions

## Non- Departmental Public Bodies – Annual Appointment Plan 2008

### Overview

In accordance with the 10<sup>th</sup> report of the Committee on Standards in Public Life, this Annual Appointment Plan sets out the policy and practice relating to the public appointments of chairs and board members of the public bodies sponsored by this Department. It also gives an overview of current practice, policies, achievement of objectives and details of future plans.

The Department sponsors a wide range of executive, advisory and tribunal Non-Departmental Public Bodies (NDPBs) and Public Corporations to help achieve its objectives. A list of these bodies can be found on the [DWP Internet site](#). The remit of these groups can be found at [Annex A](#).

Each NDPB works to a senior accountable official and has a sponsor or secretariat team, which is the link between the Department and the body itself.

The Department also has a central team based in Corporate Governance Division that has the following remit:

- To ensure that NDPBs adopt and follow the sound Governance principles and practices set out in Cabinet Office and Office of the Commissioner for Public Appointments (OCPA) Guidance;
- To maintain a Framework Document setting out Departmental Accountabilities in relation to NDPBs;
- To maintain NDPB Guidance that draws attention to good practice, issues arising from OCPA Audits and those areas where OCPA and Cabinet Office instructions leave room for departmental discretion;
- To co-ordinate Departmental responses to Parliamentary Questions, Ministerial correspondence and Cabinet Office initiatives in respect of public appointments and other issues concerning all NDPBs;
- To collate and prepare various statistical returns on public appointments, task forces, ad hoc groups and reviews;
- To check and enter DWP sponsored vacancies on to the Public Appointments Vacancies website.

## Changes to the NDPB Landscape During the Last Year

- The Disability Rights Commission was subsumed into the Commission for Equality and Human Rights from Autumn 2007;
- The National Employment Panel ceased on 31 March 2008. Its functions were incorporated into the Commission for Employment and Skills from 1 April 2008;
- The Government's second White Paper, [Personal Accounts: a new way to save](#), set out proposals which for the first time, will give many low and median earners the opportunity to build up private pension savings with contributions from their employers and the State. On 5 December 2007 the Government introduced a Bill to deliver these changes. From 2012, it is proposed a system of automatic enrolment, together with minimum employer contributions will provide access to a private pension to all eligible employees between 22 and State retirement age, who are not currently enrolled in a workplace pension scheme. The [Pensions Act 2007](#) created the Personal Accounts Delivery Authority to advise on the reform proposals;
- Remploy have embarked on a modernisation plan which will see the Company:
  - quadruple the number of disabled people they support in mainstream employment, through their Employment Services business, during the period of their five-year plan. This will be 20,000 people by April 2013;
  - close 18 factories;
  - close a further 11 factories with the disabled employees transferred to another Remploy factory;
  - 54 Remploy factories will continue, providing that additional work can be obtained through public and private contracts; and satisfactory progress can be made to achieving an acceptable cost per supported employee;
- Following the Legislative Reform (Health and Safety Executive) Order 2008 coming into effect on 01 April 2008, two existing bodies, the Health and Safety Commission and Executive were abolished and replaced by a single new body called the Health and Safety Executive. The functions, including the regulatory functions, and powers of the abolished bodies were transferred to the new body;
- The National Employment Panel Ltd changed its name to Working Ventures UK with effect from 29 June 2007.

## Appointments

Currently the Department is responsible for 144 public appointments. During the period between 1 April 2007 and 31 March 2008, 12 new members were appointed to the boards of the NDPBs and 26 members were reappointed, details of these appointments are shown in [Annex B](#).

## Future Developments

Within the next 12 months:

- The Personal Accounts Delivery Authority (PADA) functions and powers will be extended to establish the infrastructure to support the pension reforms subject to enactment of the Pensions Bill 2008;
- The Child Maintenance & Enforcement Commission (C-MEC) will provide a fresh start for child maintenance and a clean break from how services are currently provided;
- The Pensions Bill 2007 sets out a new objective for The Pensions Regulator (TPR), to maximise compliance of employer duties (from 2012, all employers will have a duty to enrol their staff into a 'qualifying' pension scheme and make contributions on their behalf). The Regulator is developing its operational response to achieve this objective. This will involve the creation of a dedicated compliance function that will regulate the activity of employers across the UK. As a result of the Regulator's prospective new role on employer compliance for Personal Accounts, the Chair has identified that the Board will require an additional non executive director.

## Diversity Policy

The majority of appointments to the Boards of NDPBs are ultimately the responsibility of Ministers and when making public appointments, the Department adheres to OCPA's Code of Practice.

Independent scrutiny is a mandatory element of every recruitment competition, so no Ministerial appointment may be made unless an independent assessor has been involved in the process. The Department uses accredited Independent Assessors from OCPA's Central List.

The Department is committed to a policy of equal opportunity that recognises and values the diversity of every person and it believes that the quality of planning, policy, implementation and delivery of service is enhanced by drawing its appointees from the widest possible range of backgrounds and experience. As a minimum, all vacancies are advertised on the Public Appointments Vacancies website at: [www.publicappts-vacs.gov.uk](http://www.publicappts-vacs.gov.uk).

## Progress Against Diversity Targets

The Government is committed to improving diversity on the boards of public bodies. To support this commitment, the Department has targets for women, ethnic minorities and disabled people as detailed below. The Department has set high disability targets because of the remit of several of its bodies.

### Women

2005/06			2006/07			2007/08		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
49	37%	50%	66	38%	50%	54	38%	50%

### Ethnic Minorities

2005/06			2006/07			2007/08		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
10	8%	14.6%	14	8%	14.6%	14	10%	14.6%

### Disabled

2005/06			2006/07			2007/08		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
33	25%	25%	55	32%	25%	47	33%	25%

## Future Diversity Targets

A review of the targets was undertaken in January 2008 following a number of significant changes to the NDPB landscape which had a significant impact on the representation rates themselves and the capacity to improve representation:

- Previous targets had assumed that the Commission for Equality and Human Rights (CEHR) and the Women's National Commission (WNC) would form part of the overall DWP picture, but this did not happen. Both bodies had high representation rates for females and ethnicity, so their exclusion from the overall totals had a significant effect;
- The Disability Rights Commission (DRC) was subsumed into the CEHR with effect from Autumn 2007;
- The Personal Accounts Delivery Authority (PADA) has started to appoint board members, but this is expected to continue into the 2008-09 year. As people who sit on this board will be expected to have significant relevant finance and/or pensions experience, it is suggested that we may well find that there are not many people with the necessary experience in the under-represented groups;
- The Child Maintenance & Enforcement Commission (CMEC) have also commenced appointing the board, (although the body has not yet received Royal Assent) and like PADA, this will continue into 2008-09; and
- The National Employment Panel closed with effect from 31 March 2008.

Our statisticians have calculated that the baseline for modelling future targets has changed considerably and have advised that the current aspirational targets detailed above for gender and ethnicity look impossible to achieve as the impact of the changes above take effect. In addition, there is limited scope for improving diversity quickly as appointments are normally made for a three year period and in the majority of cases, those incumbents will be re-appointed for a further three year term. Reflecting the NDPB changes in their model, our statisticians have suggested the following stretching targets over the next three years:

	<b>Female</b>	<b>Disabled</b>	<b>Ethnic Minority</b>
<b>2008-09</b>	<b>41%</b>	<b>31%</b>	<b>7%</b>
<b>2009-10</b>	<b>41%</b>	<b>31%</b>	<b>7%</b>
<b>2010-11</b>	<b>42%</b>	<b>32%</b>	<b>7%</b>

For the gender target, although the longer term aim, in line with Cabinet Office guidance is for equal representation of men and women, we are following the Cabinet Office lead in acknowledging that change takes time and are therefore setting realistic shorter term targets to progress towards the longer term aim.

## Improving Diversity – Initiatives and Actions

The Department has established a central NDPB liaison/coordination team within its Corporate Governance Division to promote appropriate, robust and transparent governance, sponsorship and the application of recruitment and diversity policies.

To encourage the sharing of good practice, a six-monthly forum is held for the representatives of all sponsor/secretariat teams to discuss matters of common interest and good practice. During the last year this has included a presentation by the Corporate HR team on improving diversity as well as discussions on:

- the setting and up rating of fees and salaries;
- input into the Annual Appointments Plan;
- clarifying the definitions of disability and ethnicity to improve the consistency of monitoring information held; and
- good practice for preparing and drafting role descriptions.

Some of the issues the Forum will consider for the year ahead include the Disability Equality Duty Secretary of State Report (due in December 2008) and Sustainability.

Corporate Governance Division also centrally controls all entries on the Public Appointment Vacancies website. All entries are checked to ensure they meet diversity requirements before they are approved. In addition, all vacancy advertisements include a statement on diversity, such as: *applications are encouraged regardless of disability, gender, marital status, race, colour, ethnic or national origins, sexual orientation, age, working pattern, religion and/or belief.*

**The remit of each body sponsored by this department is set out below together with a website link:**

### **Disability Employment Advisory Committee**

The Disability Employment Advisory Committee (DEAC) is an advisory NDPB, established in 2002 to consider employment issues for disabled people. The Committee consists of a Chair and 14 Members. It had previously five ethnic minority advisers who worked with the Committee to ensure that DEAC's advice was fully informed by minority ethnic perspectives and to suggest how best to attract members from minority ethnic communities to DEAC appointments, including capacity building where appropriate. Following the exercise in 2005 to recruit six new Members, issues affecting ethnic minority disabled people are now covered by the Members themselves.

The Committee has a strategy and work plan and works closely, and in confidence, with Ministers and officials considering how disabled people can best be supported to find and keep work. During 2007–08 the Committee met four times. The Committee's remit covers the whole of Great Britain, and in recognition of this, the meetings took place in Cardiff, Edinburgh and London.

The Committee's function is to:

- offer Ministers and officials strategic advice on the employment of disabled people;
- advise on the labour market barriers across Great Britain that disabled people face;
- develop recommendations on the support required to overcome these barriers; and
- provide advice, in confidence, on the effectiveness of labour market policies including:
  - both specialist and mainstream programmes;
  - retention and rehabilitation measures; and
  - employment advice for disabled people including delivery of programmes by Jobcentre Plus.

The Committee is specifically concerned with:

- disabled people who are aged 16 years plus and who are looking for employment, including self employment;
- employment advice for disabled people; and
- specialist and mainstream provision funded through the Department and delivered by Jobcentre Plus.

DEAC publishes details of its membership, committee vacancies, and updates on its work and Annual Reports on its website: [www.deac.org.uk](http://www.deac.org.uk). It also includes a database of contacts and ongoing discussions with key stakeholders, and provides a useful tool for communication, for example, in consultation exercises and project work.

## **Disability Living Allowance Advisory Board**

The Disability Living Allowance Advisory Board (DLAAB) is an advisory NDPB. The Board's legal requirements are set out in full in the Disability Living Allowance Advisory Board regulations 1991 (SI1991 No. 1746). The functions of the Board are to:

- give advice to the Secretary of State on such matters as he may refer to them for consideration;
- give medical advice to Medical Services doctors, on any case or question which they refer to the Board, in accordance with section 115C (4) of the Social Security Act 1975; and
- present to the Secretary of State, an Annual Report on its activities over the year.

Further information can be found on the Board's website: [www.dlaab.org.uk](http://www.dlaab.org.uk).

## **Equality 2025**

Equality 2025 – the United Kingdom Advisory Network on Disability Equality 2025 is an advisory NDPB which is helping Government understand the needs and wishes of disabled people when developing policies and designing service delivery. Equality 2025 will:

- work with the Government to help it achieve the aim of equality for disabled people by 2025;
- provide advice and information from disabled people based upon the values underpinning the work of the Network and the views and experiences of disabled people;
- advise Government Departments on how they can engage effectively and meaningfully with disabled people;
- assist the Government in raising awareness of disabled people and their rights, improving attitudes towards them and challenging negative stereotypes in the media and the wider community;
- help ensure that public bodies are meeting their legal duties under the Disability Discrimination Act in relation to the Disability Equality Duty and;
- advise Government on the implementation and maintenance of international treaties and conventions within the UK.

Equality 2025 has not replaced existing Departmental arrangements for involving disabled people in policy-making, but has supplemented these. They will work closely with other advisory bodies, for example the Disabled Persons Transport Advisory Committee (DPTAC) and DEAC.

There are presently 23 members who are all disabled people. Between them they bring a wide range of skills and experiences that will enable them to look at all issues from an equalities view point rather than being representative of any disability or organisation.

Equality 2025 members meet quarterly. They are currently agreeing their work plan for 2008-09 with other government departments and Ministers. A copy of this will be available on their

website when it is finalised. Further information can be found on the website:  
[http://www.officefordisability.gov.uk/equality2025/.](http://www.officefordisability.gov.uk/equality2025/)

## **Health and Safety Executive**

Following the Legislative Reform (Health and Safety Executive) Order 2008 coming into effect on 01 April 2008, two existing bodies, the Health and Safety Commission and Executive were abolished and replaced by a single new body called the Health and Safety Executive. The functions, including the regulatory functions, and powers of the abolished bodies were transferred to the new body. The Health and Safety Executive (HSE) is responsible for health and safety regulation in Great Britain. HSE and local government are the enforcing authorities who work in support of the Commission.

The Health and Safety at Work etc Act (the 1974 Act) (as amended by the 2008 Order) provides for a Chair and between seven and up to eleven members. The Chair is appointed by the Secretary of State for Work and Pensions after consultation with other Secretaries of State to whom HSC/E reports. The Secretary of State also appoints the members of the Executive after consulting organisations representing employers, employees, local authorities and other interests, including those of consumers.

### **The Functions, Duties and Powers of HSE**

Functions include:

- proposing and setting necessary standards;
- securing compliance with those standards; and
- undertaking other forms of activity designed to stimulate or support necessary action on the part of people and organisations that create potential harm.

Duties include:

- submitting proposals for regulations to Ministers after consultation with appropriate Government Departments and other bodies;
- arranging for the provision of information and advice to Ministers amongst others;
- arranging for the operation of an information and advisory service;
- arranging for research to be carried out, the publication of the results and the provision of training and information in connection with these purposes.

Powers include:

- approving and issuing codes of practice, with the consent of the relevant Secretary of State and subject to consultation with appropriate Government Departments and other bodies. These are known as “Approved Codes of Practice” (ACoPs);
- making Agency Agreements and Memoranda of Understanding (MoUs) with Government Departments or others, for them to perform functions on HSE’s behalf; and with any Minister, Department or other public authority for HSE to perform functions on their behalf (subject to those functions being appropriate to HSE’s responsibilities in the opinion of the Secretary of State). A list of Agency Agreements and memoranda of Understanding is posted on the [HSE website](#);
- giving guidance to Local Authorities on enforcement;

- directing HSE, or authorising any other person, to investigate and report on accidents or other matters and, subject to regulations being made by the relevant Minister, directing inquiries to be held;
- appointing committees. The main committees which HSE has set up are “subject Advisory Committees” or “Industry Advisory Committees”, which respectively advise HSE on particular types of hazard and on health and safety in particular industrial sectors. A list of Advisory Committees is posted on the HSE website at <http://www.hse.gov.uk/aboutus/meetings>.

The Executive appoints the Chief Executive, with the approval of the Secretary of State. HSE employs a body of staff to undertake its functions. The Health and Safety at Work etc Act (as amended by the 2008 Order) and its relevant statutory provisions give the Executive the following:

#### Functions:

- specific responsibility under section 18 of the 1974 Act to make adequate arrangements for enforcement of the relevant statutory provisions of the 1974 Act.

#### Powers:

- appoint inspectors, whose powers are defined by the 1974 Act.

#### Duties include:

- maintaining an Employment Medical Advisory Service (EMAS), which, under statute, gives advice and information concerning the safeguarding and improvement of the health of people at work. This arrangement discharges a responsibility of the Secretary of State under Part II of the 1974 Act;
- providing information on request to a Minister about HSE’s activities in connection with any matter on which a Minister is concerned; and
- providing expert advice on request to Ministers on matters not relevant to the general provisions of Part I of the 1974 Act.

#### Other duties include:

- acting as a licensing authority under several of the relevant statutory provisions of the 1974 Act, e.g. the Nuclear Installations Acts;
- acting as part of a statutory competent authority, for example, for the assessment of toxic chemicals, jointly with the Environment Agency (part of the Department of Environment, Food and Rural Affairs under the Notification of New Substances Regulations 1993. In these matters it acts on its own; and
- agreeing Memoranda of Understanding (MoUs) with other public bodies. These typically set out the liaison arrangements or delineate areas of coverage where responsibilities overlap and are particularly relevant to the enforcement of section 3 of the 1974 Act where many other regulatory bodies have responsibilities for public safety. A list of MoUs is posted on the HSE website <http://www.hse.gov.uk/aboutus/framework/f-2001-3.htm>.

More information on the Health and Safety Executive is available at <http://www.hse.gov.uk>.

## **Independent Living Fund (2006)**

The Independent Living Fund (2006) (ILF), is an executive NDPB and is wholly funded by the DWP and the Department for Social Development in Northern Ireland. It provides financial support to severely disabled people who wish to live independently in the community rather than in residential or nursing care. Help is provided in the form of cash payments to individuals, which are used to buy personal care and/or domestic assistance, providing greater opportunities for choice and control in their individual care arrangements. They work in partnership with local authorities to devise joint care packages.

The ILF is based in Nottingham. There are 161 members of staff and over 80 self-employed regionally based ILF Assessors helping to administer the ILF.

Further information can be found on the Fund's website: [www.ilf.org.uk](http://www.ilf.org.uk).

## **Industrial Injuries Advisory Council**

The Industrial Injuries Advisory Council is an advisory NDPB. It is a statutory body established under the National Insurance (Industrial Injuries) Act 1946, which came into effect on 4 July 1948. It provides independent advice to the Secretary of State for Work and Pensions on matters relating to the industrial injuries disablement benefit scheme. Its role is to advise the Secretary of State on:

- Matters relating to industrial injuries benefit or its administration that he has referred to the Council;
- Any other matter relating to such benefit or its administration (principally the prescription of diseases within the scheme), and
- Any regulations he proposes to make relating to industrial injuries benefit or its administration.

Further information and the latest Annual Report can be found on the Council's website: [www.iiac.org.uk/](http://www.iiac.org.uk/).

## **Pensions Ombudsman**

The Office of the Pensions Ombudsman (OPO) is a tribunal NDPB created by the Social Security Act 1990. The office was set up in 1991, to provide a cheap accessible alternative to the Courts for people who want to challenge decisions made about their pensions. It is funded from the Department's Administration vote, the cost of which is covered by a general levy on pension schemes. OPO is supported by approximately 38 staff who are based in London and its services are provided free of charge. They can be contacted by telephone on 020 7834 9144 or by e-mail on: [enquiries@pensionsombudsman.org.uk](mailto:enquiries@pensionsombudsman.org.uk) or by Fax: 020 7821 0065.

The Pensions Ombudsman investigates and determines complaints of misadministration against occupational and personal pension schemes, and disputes of fact and law arising in relation to such schemes. His determinations are final and binding on all parties subject only to appeal in the High Court on a point of law.

Complaints must be made within three years of the matter complained of happening, although the Pensions Ombudsman has discretion to extend that period.

From April 2005, the Pensions Ombudsman, was also appointed as **the Pension Protection Fund Ombudsman (PPFO)**. Section 209 of the Pensions Act 2004 gives the PPFO responsibility for investigating and determining:

- complaints about the way people and their cases have been handled by the Pension Protection Fund Board; and
- matters where the Pension Protection Fund Board has the power to review its decision.

Under powers in section 286 of the Pensions Act 2004 the PPFO has also taken on responsibility from 1 September 2005 for dealing with appeals against decisions made on the Financial Assistance Scheme (FAS).

Further information and the Pensions Ombudsman's Annual Report is available at:

[www.pensions-ombudsman.org.uk](http://www.pensions-ombudsman.org.uk).

## **Pension Protection Fund**

The Pension Protection Fund (PPF) is an executive NDPB set up to protect members of defined benefit schemes by paying compensation if their employer becomes insolvent and the pension scheme is under funded. The PPF went live on 6 April 2005.

The PPF also took on responsibility from the previous Pensions Compensation Board in September 2005 for paying compensation to occupational pensions schemes (including both defined benefit and defined contribution schemes) where there is fraud or misappropriation of scheme assets.

The Pensions Act 2004 has established the PPF to protect members of eligible defined benefit occupational pension schemes (and the defined benefit element of hybrid schemes) where the sponsoring employer becomes insolvent leaving their pension scheme under-funded. Members can be reassured that they will still receive a meaningful income in respect of the pension benefits which they were expecting.

The Pensions Act 2004 increased protection for scheme members in order to ensure that they are confident in saving for retirement, as well as to give employers the reassurance they need to carry on providing valuable pension provision.

The Pension Protection Fund (PPF) was established to take this forward and is run by an independent Board to protect members' benefits.

The organisation ensures that where a company with an eligible defined benefit pension scheme becomes insolvent and its pension fund is not sufficiently funded, members can be reassured they will still receive the core of the benefits to which they are entitled. In these circumstances the PPF provides:

- 100% level of compensation for people who have reached the scheme's normal pension age and for those under the scheme's normal pension age who are either in receipt of survivors' benefit or already in receipt of pension on the grounds of ill-health; and

- 90% level of compensation for the majority of people below that age, subject to an overall compensation cap.

This approach strikes a balance between providing a meaningful level of compensation and maintaining administrative simplicity to help keep costs down.

In order to have sufficient funds to pay compensation, the PPF charges a compulsory annual levy on all eligible defined benefit schemes and takes in the remaining assets of any insolvent company's scheme that enters the PPF.

Further information about the Pension Protection Fund can be found on its website:

[www.pensionprotectionfund.gov.uk](http://www.pensionprotectionfund.gov.uk) and on the DWP website [http://www.dwp.gov.uk/lifeevent/penret/penreform/4\\_ppf.asp](http://www.dwp.gov.uk/lifeevent/penret/penreform/4_ppf.asp).

## **Personal Accounts Delivery Authority**

The Personal Accounts Delivery Authority was created to deliver key aspects of the Enabling Retirement Savings Programme (ERSP) – a large-scale programme to enable people in paid work in the UK to have appropriate access to and save into a qualifying pension scheme.

It was established under section 20 of the Pensions Act 2007, with an initial remit to advise the Government. The Authority will initially:

- advise on the operational, technical and commercial implications of policy relating to personal accounts;
- make recommendations for delivery of personal accounts and associated activities;
- develop, agree and secure the sign-off of a financial, technical and commercial strategy prior to issuing an Invitation to Negotiate; and
- develop plans and prepare for the exercise of its broader functions subject to enactment of the Pensions Bill 2008.

Subject to enactment of the Pensions Bill 2008, the Authority's functions and powers will be extended to establish the infrastructure to support the pension reforms. PADA is an executive NDPB.

Further information about PADA can be found on its website:

<http://www.padeliveryauthority.org.uk/>.

The Secretary of State is accountable to Parliament for the performance of the Personal Accounts Delivery Authority. He has appointed Paul Myners as Chair, Tim Jones as Chief Executive, and Jeannie Drake as the first non-executive director.

## **Remploy Ltd**

Remploy Limited, an executive NDPB (and Public Corporation), is Britain's leading provider of employment services for people with disabilities and health conditions. It supports almost 10,000 disabled people, around 2,500 in a network of business sites and in Remploy's Managed Services and around 7,500 in supported jobs with mainstream host employers. It is funded through revenue generated from its commercial activities and through Government

grant in aid.

Remploy publishes an Annual Report and Accounts, available from: Badra Khatoon, Remploy Ltd, Stonecourt, Siskin Drive, Coventry CV3 4FJ. Tel: 024 7651 5800. Fax: 024 7651 5860. E-mail: <mailto:badra.khatoon@remploy.co.uk>.

Further company information can be obtained on Remploy's website: [www.remploy.co.uk](http://www.remploy.co.uk).

## **Social Security Advisory Committee**

The Social Security Advisory Committee is an advisory NDPB established in 1980. Its current remit, which covers the whole of the UK, includes a particular responsibility for the scrutiny of secondary legislation, with a power to report formally to the Secretary of State. It also has a general responsibility for giving advice to the Secretary of State on benefits issues and, at his request, has since 2000, undertaken the ongoing scrutiny of the Department's public information strategy. Further information is available on the Committee's website:

[www.ssac.org.uk/](http://www.ssac.org.uk/).

## **The Pensions Advisory Service**

The Pensions Advisory Service (TPAS), previously the Occupational Pensions Advisory Service was formed in 1983, initially as a charity. Its services are provided free of charge and as well as giving generic advice on pensions their work involves running:

- a disputes resolution service for private pension scheme members through a national network of 500+ pensions professionals acting in a voluntary capacity;
- a public enquiry service offering information and guidance through its helpline. This is provided through its head office in London, where around 34 permanent staff are employed.

TPAS are classified as an executive NDPB and funded solely by the DWP through its grant-in-aid allocation that is recovered through the general levy on pension schemes.

For further information and TPAS's Annual Report is available at:

[www.pensionsadvisoryservice.org.uk](http://www.pensionsadvisoryservice.org.uk).

## **The Pensions Regulator**

The Pensions Regulator (the Regulator), which replaced the Occupational Regulatory Authority (Opra) on 6 April 2005 inherited Opra's powers as well as having a range of new or increased powers to assist it in fulfilling its statutory objectives and functions – protecting members' benefits by making use of enhanced information-gathering powers to implement its risk-based approach to regulation.

- The shape of The Pensions Regulator was developed on the principle that regulatory bodies are most effective if they focus their resources on areas of real risk. This view was supported by the Better Regulation Task Force's *Principles of Better Regulation* (first published in 1998 and revised in 2000), which recommends that regulators should

be proportionate, targeted, accountable, consistent and transparent. The findings of the Pickering Report (July 2002) [www.dwp.gov.uk/publications/dwp/2002/pickering/report.pdf](http://www.dwp.gov.uk/publications/dwp/2002/pickering/report.pdf), National Audit Office's study of Opra (November 2002) [www.nao.org.uk/publications/nao\\_reports/01-02/01021262.pdf](http://www.nao.org.uk/publications/nao_reports/01-02/01021262.pdf), and Quinquennial Review of Opra (December 2002) also formed this opinion.

The Regulator's wide powers enable it to be flexible and therefore to target its resources on areas where risks to members' benefits are greatest.

The Regulator:

- has a number of regulatory tools at its disposal, which are designed to protect members' benefits by improving the governance of schemes;
- is empowered to act quickly to anticipate and tackle issues before they become systemic and stop any practices that are detrimental to scheme members;
- provides education, advice and guidance to those administering, advising or running pension schemes, thus helping to improve scheme governance;
- issues codes of practice to enable scheme trustees and professionals to understand readily how to comply with legislative requirements; and
- considers, where appropriate, the use of wider powers to undertake investigations and continue to act on reports by 'whistleblowers'.

Other powers include:

- issuing improvement notices compelling schemes to take specified action to remedy identified problems within a specified timescale;
- the ability to freeze a scheme for a short period while investigations take place to protect members' benefits or scheme assets;
- increased powers covering the suspension, removal and appointment of trustees; and
- increased 'whistle blowing' responsibilities and duties to report certain events.

Further information about The Pensions Regulator can be found on its website:

- [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk) and on the DWP website:
- [www.dwp.gov.uk/lifeevent/penret/penreform/5\\_req.asp](http://www.dwp.gov.uk/lifeevent/penret/penreform/5_req.asp)

The Secretary of State is accountable to Parliament for the performance of The Pensions Regulator. He has appointed the Chairman, David Norgrove, and the members of the Board. The Pensions Regulator has established a Non-Executive Committee to exercise certain specified functions, including the duty to keep under review the strategic direction of the Regulator. As a NDPB, The Pensions Regulator will be subject to periodic review and scrutiny by the National Audit Office, as well as any other reviews considered appropriate by the Secretary of State.

## **Working Ventures UK**

Working Ventures UK (formerly known as National Employment Panel Ltd) is an employer-led, not-for-profit company that went live on 1 December 2006, and changed its name on 29 June 2007. It has been classified as an executive NDPB and is sponsored by DWP. The Company will be seeking charitable status.

WVUK's purpose is to use its employer unique selling point to open job and career opportunities for people facing labour market barriers. The Company has six charitable objects around the relief of poverty and unemployment, and five strategic objectives focused on employer engagement, the "demand-led" agenda, testing new approaches, building third sector capacity and encouragement of knowledge development and exchange.

WVUK creates and develops networks of employers, influences their recruitment behaviour, draws on their know-how, good will and enlightened self interest, to provide practical support for the design and delivery of employment and skills services for people facing labour market barriers. These include innovation testing and mainstreaming programmes for ex-offenders and people with disabilities.

Further information can be found on their website at [www.wvuk.co.uk](http://www.wvuk.co.uk).

**Annex B**

**Public Appointments made by the Secretary of State for Work and Pensions  
Between 1 April 2007 and 31 March 2008.**

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
DLAAB	Mrs Anne Spaight	Chair	01/05/2007	30/04/2010	£286	Per day	Re-appointment
DLAAB	Mr Mohammed Zubair Khan	Member	01/07/2007	30/06/2010	£137	Per day	New Appointment
DLAAB	Mrs Judith Holt	Member	01/10/2007	30/09/2011	£137	Per day	Re-appointment
DLAAB	Dr Mohammed Obaidullah	Member	01/11/2007	31/10/2010	£248	Per day	Re-appointment
DLAAB	Professor Tom Sensky	Member	19/04/2007	18/04/2010	£248	Per day	Re-appointment
DLAAB	Mrs Sarah Vines	Member	01/07/2007	30/06/2010	£137	Per day	Re-appointment
HSE	Ms Judith Hackitt	Chair	01/10/2007	30/09/2012	£81,640	Per annum	New Appointment
HSE	Mr Robin Dahlberg	Commissioner	01/04/2007	31/03/2010	£15,805	Per annum	New Appointment
HSE	Mr Daniel Carrigan	Commissioner	01/10/2007	30/09/2010	£15,805	Per annum	Re-appointment
HSE	Mr Hugh Robertson	Commissioner	01/04/2007	31/03/2010	£15,805	Per annum	Re-appointment
IIAC	Prof. Keith Palmer	Chair	18/01/2008	17/01/2011	£262	Per Meeting	Re-appointment
IIAC	Dr Anne Cockcroft	Member	01/10/2007	30/09/2010	£142	Per Meeting	Re-appointment
IIAC	Dr Anne Spurgeon	Member	21/02/2008	28/02/2010	£182	Per Meeting	Re-appointment
IIAC	Ms Claire Sullivan	Member	01/12/2007	30/11/2010	£142	Per Meeting	Re-appointment

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
IIAC	Mr Andrew Turner	Member	01/12/2007	30/11/2010	£142	Per Meeting	Re-appointment
IIAC	Dr Lucille Wright	Member	01/10/2007	30/09/2010	£142	Per Meeting	Re-appointment
ILF	Mr Yogi Amin	Member	23/04/2007	22/04/2007	£14,800 (£7,400)*	Per Annum	New Appointment
ILF	Mrs Margaret McGlade	Member	23/04/2007	22/04/2007	£14,800 (£7,400)*	Per Annum	New Appointment
ILF	Mrs Susan Winterburn	Member	23/04/2007	22/04/2007	£14,800 (£7,400)*	Per Annum	New Appointment
PADA	Mr Paul Myers	Chair	01/08/2007	31/07/2010	£150,000	Per Annum	New Appointment
PADA	Ms Jeannie Drake CBE	Member	17/09/2007	16/09/2010	£20,000	Per Annum	New Appointment
PPF	Mr Lawrence Churchill	Chair	01/07/2007	30/06/2010	£83,640	Per Annum	Re-appointment
PPF	Mrs Ann Berresford	Member	01/08/2007	31/07/2010	£20,288	Per Annum	New Appointment
PPF	Sir John Anthony Holland	Member	01/08/2007	31/07/2010	£20,288	Per Annum	New Appointment
PPF	Mr Ian Abrams	Member	01/12/2007	30/11/2009	£20,288	Per Annum	Re-appointment
PPF	Mr Mark Baker CBE	Member	01/12/2007	30/11/2009	£20,288	Per Annum	Re-appointment
PPF	Mr Michael Deakin	Member	01/12/2007	30/11/2009	£20,288	Per Annum	Re-appointment
PPF	Ms Jeannie Drake CBE	Member	01/12/2007	30/11/2009	£20,288	Per Annum	Re-appointment
PPF	Mr Christopher Hughes	Member	01/12/2007	30/11/2009	£20,288	Per Annum	Re-appointment

Remploy Ltd	Ms Kate Nash	Member	1/11/2007	31/10/2010	£7,500	Per Annum	New Appointment
Remploy Ltd	Mr Ian Black	Member	1/11/2007	31/10/2010	£7,500	Per Annum	New Appointment
SSAC	Sir Richard Tilt	Chair	01/01/2008	31/12/2010	£21,420	Per Annum	Re-appointment
SSAC	Mr Les Allamby	Member	01/03/2008	28/02/2011	£214.20	Per Day	Re-appointment
SSAC	Mr Simon Bartley	Member	01/03/2008	28/02/2011	£214.20	Per Day	Re-appointment
SSAC	Dr Angus Erskine	Member	01/02/2008	31/01/2011	£214.20	Per Day	Re-appointment
SSAC	Ms Alison Garnham	Member	01/02/2008	31/01/2011	£214.20	Per Day	Re-appointment
SSAC	Prof. Robert Walker	Member	01/02/2008	31/01/2011	£214.20	Per Day	Re-appointment
TPR	Mr Laurie Edmans	Member	08/02/2008	07/02/2011	£10,404	Per Annum	Re-appointment

\* ILF Board Members were remunerated from 1<sup>st</sup> October 2007, therefore, actual remuneration is shown in bracket.