

# Department of Work and Pensions

## Non- Departmental Public Bodies

### Annual Appointment Plan

#### Overview

The 10<sup>th</sup> report of the Committee on Standards in Public Life, recommended that departments prepare an Annual Appointment Plan and adopt it as the key strategic document for each department, to set out policy and practice relating to the public appointments of chairs and board members of the public bodies they sponsor, and refer to it within the Departmental Report. The Annual Appointment Plan 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, published at [http://www.dwp.gov.uk/ndpb/public\\_bodies.asp](http://www.dwp.gov.uk/ndpb/public_bodies.asp). The remit of these groups and membership information 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 develop and maintain a Framework document setting out Departmental Accountabilities in relation to NDPBs
- To develop and maintain NDPB Guidance that draws attention to good practice, issues arising from OCPA Audit 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 Cabinet Office Public Appointments Unit website

Two new NDPBs were created last year:

- Equality 2025 was created to ensure the government understands the needs and wishes of disabled people when developing policies and designing service delivery
- National Employment Panel Ltd is a new employer-led not-for-profit company that went live on 1 December 2006. Its purpose is to open job and career opportunities for people facing labour market barriers.

The classification of The Pensions Advisory Service was changed from a Tribunal to an Executive NDPB.

## **Appointments**

Currently the Department is responsible for 134 public appointments. During the period between 1 April 2006 and 31 March 2007, 32 new members were appointed to the boards of the NDPBs and 21 members were reappointed, details of all these appointments are shown in [Annex B](#)

## **Future Developments**

Within the next 12 months:

- The Disability Rights Commission will be subsumed into the Commission for Equality and Human Rights
- The National Employment Panel and National Employment Panel Ltd will be subsumed into the Commission for Employment and Skills

Within the next 2 years it is anticipated that two new NDPBs will be created:

- The Personal Accounts Delivery Authority (PADA) will first advise on and then deliver the new Enabled Savings Programme
- 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.

## **Diversity Policy**

Appointments to the Boards of NDPBs are ultimately the responsibility of Ministers and when making public appointments, the Department adheres to the OCPA 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 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. All vacancies are advertised on the Cabinet Office Public Appointments 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 set out below. The Department has set out high disability targets because of the remit of several of its bodies.

### Women

2004/05			2005/06			2006/07		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
55	41%	47%	49	37%	50%	66	38%	50%

### Ethnic Minorities

2004/05			2005/06			2006/07		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
11	8%	10%	10	8%	14.6%	14	8%	14.6%

### Disabled

2004/05			2005/06			2006/07		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
31	23%	22%	33	25%	25%	55	32%	25%

## **Future Diversity Targets**

A review of the targets will be undertaken in autumn 2007 when the closure of the Disability Rights Commission and the National Employment Panel will reduce the number of DWP NDPB posts by around 30%.

## **Improving Diversity – Initiatives and Actions**

The transfer of NDPB liaison/coordination work to Corporate Governance Division in June 2006, given this Division's more influential role in relation to Departmental accountabilities, created an opportunity for a more proactive approach in relation to NDPB stewardship including the application of Diversity policies and the sharing of good practice.

One of the first steps taken was to introduce a six-monthly forum attended by representatives of all sponsor/secretariat teams to discuss (amongst other things) diversity issues and good practice. At the October forum, the Office of the Commissioner for Public Appointments gave a presentation on Public Appointments that covered diversity requirements relating to the appointments process.

Corporate Governance Division now controls centrally all entries on the Cabinet Office Public Appointments database. All entries are checked to ensure they meet diversity requirements.

Corporate Governance Division is exploring ways to ensure that NDPB sponsor and /secretariat teams receive appropriate diversity information and access to relevant training.

The use of the bias free application form produced by the Employers Forum on Age has been encouraged.

In addition to these central initiatives, two NDPBs have undertaken activities to increase representation from specific groups.

- Independent Living Funds (ILF) are currently involved in the Individual Budgets pilot project designed to help people take control of their own social care budgets, manage their support and choose the services that suit them best. The Individual Budgets pilot project is a cross-government initiative led by the Department of Health working closely with the Department for Work and Pensions and the Department for Communities and Local Government. This work will support all government departments in their objectives to increase representation of disabled people on their boards and committees.
- The Disability Rights Commission (DRC) has enhanced its policies and practices on sexual orientation in the light of Stonewall's Index which showcases Britain's top employers for lesbian, gay and bisexual staff.

## Annex A

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. There has also been the appointment of a new Chair commencing in September 2006.

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 2006–07 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.

The Disability Employment Advisory Committee publishes details of its membership, committee vacancies, updates on its work and Annual Reports on its website: [www.deac.org.uk](http://www.deac.org.uk). Together with a database of contacts and

ongoing discussions with key stakeholders, the website 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 and powers 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).

## **Disability Rights Commission**

The Disability Rights Commission (DRC) is an executive NDPB, established under the Disability Rights Commission Act 1999. In 2006-07 there were 14 Commissioners, appointed by the Secretary of State, 71 per cent of whom have a disability.

The DRC's four overarching duties are to:

- work towards the elimination of discrimination against disabled people;
- promote the equalisation of opportunities for disabled people;
- encourage good practice in the treatment of disabled people; and
- keep the working of the Disability Discrimination Act (DDA) and the DRC Act under review.

Under the DRC Act, the Commission has specific functions and powers to:

- assist disabled people by offering information and advice about their rights under the DDA, and legal support in taking cases forward;
- provide information and advice to employers, service providers and education providers about their DDA obligations and guidance on good practice;
- prepare statutory codes of practice providing practical guidance on how to comply with Part 2 (employment), Part 3 (access to goods and services) and Part 4 (education) of the DDA for the Secretary of State's approval;
- arrange independent conciliation between service/education providers and disabled people for disputes arising under Parts 3 and 4 of the DDA;

- undertake formal investigations and carry out research;
- raise awareness of, and sensitivity to, disability issues in society; and
- provide the Government with advice on policy issues within its remit.

The DRC will fold into the new the Commission for Equality and Human Rights (CEHR) when it opens for business in October 2007. The DRC has been working closely with Government, the other Equality Commissions, and the CEHR on the establishment of the new body.

Further information on the DRC, including a copy of its Annual Report and Accounts is available on its website: [www.drc.org.uk](http://www.drc.org.uk).

## Equality 2025

Equality 2025 – the United Kingdom Advisory Network on Disability Equality 2025 is a new advisory body to help 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 DDA 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 will not replace existing Departmental arrangements for involving disabled people in policy-making, but supplement them. They will work closely with other advisory bodies like the Disabled Persons Transport Advisory Committee (DPTAC) and DEAC.

There are presently 21 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 are meeting monthly at the moment and are beginning to plan their work schedule.

## **Health and Safety Commission**

The Health and Safety Commission is responsible for health and safety regulation in Great Britain. The Health and Safety Executive 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) provides for a Chair and between six and nine members (Commissioners). 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 appoints the Commissioners after consulting organisations representing employers, employees, local authorities and other interests, including those of consumers.

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

Functions including:

- proposing and setting necessary standards (on which HSC is advised by the Executive);
- through HSE, 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 including:

- 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; and
- paying to the Executive sums considered appropriate for HSE to perform its functions.

Powers including:

- 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 HSC/E’s behalf; and with any Minister, Department or other public authority for HSC/E to perform functions on their behalf (subject to those functions being appropriate to HSC’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 at <http://www.hse.gov.uk/aboutus/framework/f-2001-3.htm>

- 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 HSC has set up are “subject Advisory Committees” or “Industry Advisory Committees”, which respectively advise HSC 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/index.htm>

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

## **Health and Safety Executive**

The HSE is the operating arm of the HSC. Formally, the Executive consists of three people, including the Chief Executive. The Commission appoints the Chief Executive, with the approval of the Secretary of State (SoS); and the remaining Executive members in consultation with the Chief Executive. The Executive employs a body of staff to undertake its functions and those delegated to it by HSC.

It is the duty of the Executive to exercise functions as directed by the Commission. HSE prepares proposals for HSC, makes recommendations and carries out HSC’s decisions. The exception is the protection from HSC involvement in decisions about prosecution and individual enforcement .

### **The Functions, Duties and Powers of the Executive**

The Health and Safety at Work etc Act 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 including:

- maintain 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, delegated to the Commission;

- provide information on request to a Minister about HSE's activities in connection with any matter on which a Minister is concerned; and
- provide expert advice on request to Ministers on matters not relevant to the general provisions of Part I of the 1974 Act.

In addition, the Executive must exercise any of HSC's functions that HSC directs it to undertake under the 1974 Act including:

- preparing proposals for the decision of HSC;
- making recommendations to HSC from time to time; and
- carrying out HSC's decisions.

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>

## **Industrial Injuries Advisory Council**

The Industrial Injuries Advisory Council (IIAC) is an advisory body established under the National Insurance (Industrial Injuries) Act 1946. It provides independent advice to the Secretary of State for Work and Pensions in Great Britain and the Department for Social Development in Northern Ireland on matters relating to the Industrial Injuries Disablement Benefit Scheme.

The statutory provisions governing the Council's work and functions are set out in sections 171 to 173 of the Social Security Administration Act 1992 and corresponding Northern Ireland legislation.

IIAC has three roles:

- to advise on the prescription of industrial diseases;
- to advise the Secretary of State for Work and Pensions or the Department for Social Development on regulations under the Social

Security Administration Act 1992 and the Contributions and Benefits Act 1992; and

- to advise on any other matter relating to Industrial Injuries Disablement Benefit or its administration.

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

## **Independent Living Funds**

The Independent Living Funds, a non departmental public body, wholly funded by the Department for Work and Pensions and the Department for Social Development in Northern Ireland, 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.

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

## **National Employment Panel**

The National Employment Panel is an advisory body created in 2001 to bring an employer perspective to welfare reform and to measures that help disadvantaged people gain sustained employment.

The Panel provides independent advice to Ministers in three Government Departments: HM Treasury, the Department for Work and Pensions, and the Department for Education and Skills. As an employer-led organisation, we achieve our objectives by:

- engaging business leaders as key stakeholders of the welfare to work and workforce development systems;
- influencing employer recruitment and retention practices and applying employer expertise in the design of employment and skills provision.
- testing new approaches that can improve performance of the welfare to work and workforce development systems; and
- influencing public policy and challenging the operational performance of the welfare-to-work system.

## **National Employment Panel Ltd**

National Employment Panel Ltd (NEPL) is a new employer-led not-for-profit company that went live on 1 December 2006. It has been classified as an

executive NDPB and is sponsored by DWP. The Company will be seeking charitable status.

NEPL currently operates under a financial memorandum with DWP and will submit its first full year business plan (2007-08) to the DWP by April 2007.

NEPL's purpose is to use its employer unique selling point to open job and career opportunities for people facing labour market barriers. The Company had 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.

NEPL 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

## **Office of the Pensions Ombudsman**

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 Administration vote, the cost of which is covered by a general levy on pension schemes. OPO is supported by approximately 40 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, David Laverick, has also been 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).

For 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 a new non-departmental public body 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.

### **What is changing?**

The Government has increased protection for scheme members 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.

A new compensation scheme, the Pension Protection Fund (PPF) has been established and is run by an independent Board to protect members' benefits.

The new 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. The PPF will provide:

- 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 will charge a compulsory annual levy on all eligible defined benefit schemes and take 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 [www.dwp.gov.uk/lifeevent/penret/penreform/4\\_ppf.asp](http://www.dwp.gov.uk/lifeevent/penret/penreform/4_ppf.asp).

From 1<sup>st</sup> September 2005, the Board of the Pension Protection Fund has been responsible for paying fraud compensation to the trustees and managers of qualifying occupational pension schemes where the scheme's assets have been reduced by an offence involving dishonesty and the employer is insolvent, or unlikely to continue as a going concern. This replaces the fraud compensation scheme that was administered by the Pensions Compensation Board (PCB). The PCB was dissolved from 1st September 2005 under section 302 of the Pensions Act 2004 and the compensation scheme it administered ceased to have effect from that date. The costs are funded through an occasional levy on occupational pension schemes. The Pension Protection Fund is an executive NDPB and is located at: Knollys House, 17 Addiscombe Road, Croydon, Surrey CR0 6SR.

## **Remploy Ltd**

Remploy Ltd, an executive NDPB (and Public Corporation), is the largest employer of disabled people in the UK and also the largest provider of the Government's WORKSTEP programme. It supports just over 9,000 disabled people – around 5,000 employed in a network of 83 business sites and in Remploy's Managed Services business and around 4,000 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, was established by the Social Security Administration Act 1992, and 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.

In 2005/6 68,000 people accessed TPAS services. Calls to their helpline increased by 3% on the previous year to 57,000, whilst written enquiries rose by 20% to 4,800. Website hits also rose by 25% to nearly 300,000. The percentage of cases successfully cleared was 88%.

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), National Audit Office's study of Opra (November 2002), 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\\_reg.asp](http://www.dwp.gov.uk/lifeevent/penret/penreform/5_reg.asp)
- The Pickering Report can be found on the DWP website: [www.dwp.gov.uk/publications/dwp/2002/pickering/report.pdf](http://www.dwp.gov.uk/publications/dwp/2002/pickering/report.pdf)

The National Audit Office report on Opra: *Tackling the risks to pension scheme members* can be found at:

- [www.nao.org.uk/publications/nao\\_reports/01-02/01021262.pdf](http://www.nao.org.uk/publications/nao_reports/01-02/01021262.pdf)

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.

**Annex B**

**Public Appointments made by the Secretary of State for Work and Pensions between 1.4.2006 and 31.3.2007.**

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
DEAC	Mrs Elaine Noad	Chair	05/08/2006	04/08/2009	£14,300	Annual	New Appointment
DLAAB	Dr Amit Arora	Member	01/06/2006	31/05/2009	£248	Per Day	New Appointment
DLAAB	Ms Sarah Playforth	Member	03/11/2006	02/11/2010	£137	Per Day	Re-appointment
DLAAB	Mr Douglas Ross	Member	03/11/2006	02/11/2010	£137	Per Day	Re-appointment
DRC	Mr Stephen Alambritis	Commissioner	01/04/2006	31/03/2008	£250	Per Day	New Appointment
DRC	Mr Tim Escudier	Commissioner	10/12/2006	31/12/2008	£250	Per Day	New Appointment
DRC	Ms Susan Daniels OBE	Commissioner	01/04/2006	31/03/2008	£250	Per Day	Re-appointment
DRC	Mr Richard Exell OBE	Commissioner	01/04/2006	31/03/2008	£250	Per Day	Re-appointment
DRC	Ms Eve Rank	Commissioner	01/04/2006	31/03/2008	£250	Per Day	Re-appointment
DRC	Ms Jenny White MBE	Commissioner	01/04/2006	31/03/2008	£250	Per Day	Re-appointment
Equality 2025	Mr Saghir Alam	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Simone Aspis	Member	30.11.06	29.11.09	£189	Per Day	New Appointment

Equality 2025	Mr Prabhatsinh Barot	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Michelle Daley	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Nick Danagher	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Clenton Farquharson	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Tara Flood	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Shelley Franklin	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Miro Griffiths	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Kirsten Hearn	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Rowen Jade	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Eleanor Lisney	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr David McCormick	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Sarah Newman	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Andy Rickell	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Richard Rieser	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality	Mr Steven Scott	Member	30.11.06	29.11.09	£189	Per Day	New

2025							Appointment
Equality 2025	Ms Katherine Thomas	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Mr Alexander Thorburn	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Zara Todd	Member	30.11.06	29.11.09	£189	Per Day	New Appointment
Equality 2025	Ms Fiona Wallace	Member	30.11.06	29.11.09	Nil	Doesn't claim.	New Appointment
HSC	Mr Sandy Blair	Commissioner	01/04/2006	31/03/2009	£15,435	Per Annum	New Appointment
HSC	Mr John Spanswick	Commissioner	02/05/2006	30/04/2009	£15,435	Per Annum	New Appointment
HSC	Ms Judith Donovan CBE	Commissioner	01/10/2006	30/03/2008	£15,435	Per Annum	Re-appointment
IIAC	Dr Janet Asherson	Member	01/04/2006	31/03/2006	£141	Per Meeting	New Appointment
IIAC	Professor Mark Britton	Member	15/06/2006	30/04/2009	£141	Per Meeting	Re-appointment
IIAC	Mrs Diana Kloss	Member	01/05/2006	30/04/2009	£141	Per Meeting	Re-appointment
IIAC	Mr Simon Levene	Member	01/05/2006	30/04/2009	£141	Per Meeting	Re-appointment
IIAC	Dr Anne Spurgeon	Member	01/03/2007	28/02/2010	£141	Per Meeting	Re-appointment
ILF	Ms Sparrow Sally	Member	10/04/2006	09/04/2011	Nil	Unpaid	Re-appointment
NEP	Mr Jeremy Anderson CBE	Interim Chair	01/10/2006	30/09/2007	Nil	Unpaid	Re-appointment
NEP	Mr Chris Banks CBE	Deputy Chair	01/10/2006	30/09/2007	Nil	Unpaid	Re-appointment
NEP	Lord Karan Billimoria CBE	Member	01/10/2006	30/09/2007	Nil	Unpaid	Re-appointment

NEP	Mr Phillip Friend OBE	Member	01/10/2006	30/09/2007	Nil	Unpaid	Re-appointment
NEP	Mr Gordon Pell	Member	01/10/2006	30/09/2007	Nil	Unpaid	Re-appointment
Remploy Ltd	Mr Ian Russell CBE	Chair	08/01/2007	07/01/2010	Nil	Doesn't want remuneration.	New Appointment
Remploy Ltd	Mr Joe Mann	Member	18/08/2006	17/07/2009	£7,500	Per Annum	New Appointment
Remploy Ltd	Mr Ian Thornley	Member	18/05/2006	17/05/2009	£7,500	Per Annum	New Appointment
SSAC	Mr Richard Exell	Member	01/07/2006	30/06/2009	£210	Per Day	New Appointment
SSAC	Mr Kwame Akuffo	Member	01/01/2007	31/12/2009	£210	Per Day	Re-appointment
SSAC	Mrs Brigid Campbell	Member	01/02/2007	31/01/2010	£210	Per Day	Re-appointment
SSAC	Professor Elaine Kempson	Member	01/08/2006	31/07/2009	£210	Per Day	Re-appointment
SSAC	Professor Janet Walker	Member	01/01/2007	31/12/2009	£210	Per Day	Re-appointment