

DWP Annual Appointments
Report 2010

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DWP Department for
Work and Pensions

INTRODUCTION

1. This annual report provides a snapshot of the public bodies sponsored by the Department for Work and Pensions (DWP). It provides details of the chairs and members appointed by Ministers to the boards of the Non Departmental Public Bodies (NDPBs) between 1 April 2009 and 31 March 2010.
2. The Coalition Government has committed to increasing the accountability of public bodies and to reducing their numbers and costs. To facilitate this commitment, since June 2010, Cabinet Office, supported by a project team in their Efficiency and Reform Group (ERG) has been leading a review of public bodies and is to bring forward a Public Bodies Bill. This Bill will put a framework in place to enable individual Secretaries of State to abolish and merge public bodies or to transfer functions back into their departments. The results of this review and any changes resulting from the introduction of the Bill will be included in the 2011 Annual Appointments Report.

NON-DEPARTMENTAL PUBLIC BODIES SPONSORED BY THE DEPARTMENT

3. As at 31 March 2010, the Department for Work and Pensions sponsored 5 Advisory Non-Departmental Public Bodies (NDPBs), 7 Executive NDPBs, 2 Tribunal NDPBs and 1 Public Corporation.

- **Advisory**

Disability Employment Advisory Committee

Disability Living Allowance Advisory Board

Equality 2025

Industrial Injuries Advisory Council

Social Security Advisory Committee

- **Executive**

Child Maintenance and Enforcement Commission

Health and Safety Executive

Personal Accounts Delivery Authority

Independent Living Fund (2006)

Remploy Ltd (which for national accounts purposes is also a Public Corporation)

The Pensions Advisory Service Limited

The Pensions Regulator

- **Tribunal**

Pensions Ombudsman

Pension Protection Fund Ombudsman

- **Public Corporation**

Pension Protection Fund

Annex A provides an overview of the remit of each NDPB and a web link for further information.

CHANGES DURING THE YEAR

The Pensions Regulator (TPR)

4. The Pensions Act 2008 included an additional objective for TPR, to set up the Employer Compliance regime. This aims to maximise employer compliance with the employer duties introduced through that Act and with the safeguards against prohibited recruitment, conduct and inducements to opt out of pension saving. In addition TPR have run major projects to reassess the approach to regulating defined contribution pension schemes and the approach to late payments and record keeping in schemes.

Working Ventures UK (WVUK)

5. Working Ventures UK (WVUK) closed on 30 September 2009 following a Departmental options appraisal on how best to deliver “employer engagement”. It was decided to integrate WVUK’s network of Employer Coalitions into the local areas in which they operate, rather than being managed centrally by a public body.

APPOINTMENTS

6. The Office of the Commissioner for Public Appointments (OCPA) regulates Ministerial appointments to public bodies within the Commissioner's remit. This remit does not extend to all public appointments, for example it does not include tribunal bodies.
7. Between 1 April 2009 and 31 March 2010, there were 23 ministerial appointments to OCPA regulated bodies sponsored by the Department, of which 8 were new appointments and 15 re-appointments. Members of a public body regulated by the Commissioner will only be eligible for re-appointment if:-
 - they are considered to meet the current requirements of the public body;
 - their performance has been judged as at least satisfactory against performance assessment requirements;
 - the member's term of office has not expired;
 - the appointing authority is content to reappoint; and
 - the member is agreeable to being reappointed.
8. Annex B provides details of the ministerial appointments made by DWP ministers between 1 April 2009 and 31 March 2010 which come within the Commissioner's remit.

POLICY AND PRACTICE

9. Each NDPB is linked to a Senior Responsible Officer and has a sponsor or secretariat team, which is the link between the Department and the body itself.
10. The Department also has a central co-ordinating team within Information, Devolution and Governance (part of Legal Group) that has the following remit:
 - to disseminate and collate statistics, information and guidance on Cabinet Office and OCPA related issues; co-ordinate responses to Freedom of Information requests, Parliamentary Questions and other DWP and other Government Department requests etc.
 - to operate a "Help-desk function" – providing advice, guidance and sign-posting on a wide-range of NDPB-relates issues, e.g. recruitment exercises, hospitality, pre-election activity, audit, finance, HR issues, parliamentary matters, governance etc. This is managed through good working relationships with stakeholders; and
 - to provide advice and support (including research) to stakeholders on for example the setting up of new NDPBs and other delivery organisations and co-ordination of departmental-wide initiatives;

APPOINTMENT ON MERIT

11. In accordance with OCPA's Code of Practice, the Department is committed to the principle of appointment on merit. All candidates must be appointed on merit and regardless of gender, ethnic origin, marital status, sexual orientation, political affiliation, religion or disability. Decisions on merit are based on assessments of candidates against the specific criteria for appointment.

ENCOURAGING DIVERSITY

12. A number of the Department's public bodies operate in very specialised fields, and the potential pool of candidates (particularly in the pension, medical and scientific fields) can be quite small. However, to increase the female, disabled and ethnic minority representation on the boards of its public bodies, the Department is committed to encouraging applications from all sections of society and those with non-traditional career paths. Sponsor and secretariat teams are encouraged to scrutinise role specifications each time a vacancy occurs and to take into account the balance of the board.
13. Diversity monitoring forms are issued together with application forms during recruitment exercises (but they are not seen by the sifting or interviewing panel). This allows sponsor teams to evaluate the public appointments process by monitoring the gender, ethnicity and disability of candidates and identify the numbers of those applying and subsequently interviewed, to ensure that there are no avoidable barriers to under-represented groups.
14. Annex C provides a diversity breakdown against the total number of Ministerial appointments to regulated bodies sponsored by the Department.

PUBLIC APPOINTMENTS VACANCIES WEBSITE

15. The Cabinet Office public appointments vacancies website is used to advertise all of the Department's public appointment vacancies. Advertisements aim to reflect the view that there should be no barriers to under-represented groups and that each board is committed to equality of opportunity. The Department also aims to promote awareness and ensure that as wide a range of potential applicants as possible are informed of vacancy opportunities.

» [Public appointments](#) (Cabinet Office website)

Annex A

Child Maintenance and Enforcement Commission

The Child Maintenance and Enforcement Commission was established as a Crown non-departmental public body by the Child Maintenance and Other Payments Act 2008 and came into being on 24 July 2008.

The Commission took over responsibility from the child maintenance system in Great Britain, including the Child Support Agency (CSA), from the Department for Work and Pensions on 1 November 2008.

It has a much wider remit than the CSA ever had. Its primary objective is to maximise the number of effective child maintenance arrangements in place, whether made privately between parents, by court order or through the statutory schemes.

The Commission aims to fulfil its objectives through three core functions:

- promoting the financial responsibility that parents have for their children
- providing information and support on the different child maintenance arrangements available, and
- providing an efficient statutory child maintenance service, with effective enforcement.

For further information, see the Child Maintenance and Enforcement Commission's website.

» [Child Maintenance and Enforcement Commission](#) (website)

Disability Employment Advisory Committee

The Disability Employment Advisory Committee was established to consider employment issues for disabled people. The Committee's function is to:

- offer strategic advice to the Department's Ministers and officials about the employment of disabled people;
- advise on the labour market barriers disabled people face across Great Britain;
- develop recommendations about the support needed to overcome these barriers; and
- give confidential advice about the effectiveness of labour market policies and programmes.

For further information, see the Disability Employment Advisory Committee's website.

- » [Disability Employment Advisory Committee](#) (DWP website)

Disability Living Allowance Advisory Board

The function of the Disability Living Allowance Advisory Board is to:

- give advice to the Secretary of State on such matters as he may refer to them for consideration; and
- present an annual report on its activities throughout the year to the Secretary of State.

For further information, see the Disability Living Allowance Advisory Board's web pages.

- » [Disability Living Allowance Advisory Board](#)

Equality 2025

Equality 2025 is assisting Government to make progress towards the vision of equality for disabled people by 2025. It is a high-level advisory group of disabled people offering Ministers and senior government official's strategic advice at the very early stages of policy development, and by providing in-depth examinations of new or existing policy areas. Equality 2025 is not a campaigning organisation.

Equality 2025 carries out its role as an expert advisory body by:

- agreeing an annual work plan aligned to priorities across government that is agreed by the Minister for Disabled People;
- building strong links with key disability advisory groups and disability organisations, umbrella groups and thought leaders across the UK, enabling them to build links with other experts;
- building strong links with Ministers and officials to ensure they are aligned with key priorities;
- monitoring and reporting progress against its objectives to the Minister for Disabled people on a quarterly basis.

Equality 2025 covers the entire United Kingdom.

For further information, see Equality 2025's website

- » [Equality 2025](#) (Office for Disability Issues website)

Health and Safety Executive

The Health and Safety Executive was established under the Health and Safety at Work Act 1974. The Executive, as currently constituted, was created by the merger of the Health and Safety Commission and the Health and Safety Executive from 1 April 2008.

The Secretary of State for Work and Pensions appoints the Health and Safety Executive non-executive Board members to administer the Health and Safety at Work Act. Its primary function is to make arrangements to secure the health, safety and welfare of people at work and the health and safety of members of the general public who may be affected by work activities.

For further information, see the Health and Safety Executive's website.

- » [Health and Safety Executive](#) (website)

Independent Living Fund (2006)

The Independent Living Fund (2006) is established under a trust deed. It is wholly funded by the Department for Work and Pensions and the Department for Social Development in Northern Ireland. The fund 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 or domestic assistance. It works in partnership with local authorities to devise joint care packages.

For further information, see the Independent Living Fund's website

- » [Independent Living Fund](#) (website)

Industrial Injuries Advisory Council

The Industrial Injuries Advisory Council is a statutory body established under the National Insurance (Industrial Injuries) Act 1946, which came into effect on 4 July 1948. The Council 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 industrial injuries benefit and its administration.

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. The Council has three main roles:

- to consider and advise on matters relating to Industrial Injuries benefit or its administration referred to it by the Secretary of State for Work and Pensions or the Department for Social Development in Northern Ireland;
- to advise on any other matter relating to Industrial Injuries Disablement Benefit or its administration; and
- to consider and provide advice on any draft regulations the Secretary of State proposes to make on industrial injuries benefit or its administration.

For further information, see the Industrial Injuries Advisory Council's website.

- » [Industrial Injuries Advisory Council](#) (website)

The Pension Protection Fund

The Pension Protection Fund (PPF) is a statutory fund run by the Board of the Pension Protection Fund set up to protect members of defined benefit pension schemes by paying compensation if their employer becomes insolvent and the pension scheme is under-funded. The Pension Protection Fund was established in April 2005. The PPF is a Public Corporation accountable to the Secretary of State for Work and Pensions. Its administration costs in respect of the fund are met by a levy raised on pension schemes.

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.

From 10 July 2009, PPF also became the scheme manager of the Financial Assistance Scheme (FAS). The FAS was set up in September 2005 to provide help to certain scheme members who had lost out on their final salary pension in circumstances of company failure prior to the introduction of the Pension Protection Fund. The PPF's FAS activities under these powers are funded by a separate grant from government.

For further information, see the Pension Protection Fund website.

- » [Pension Protection Fund](#) (website)

The Pensions Advisory Service

The Pensions Advisory Service is a company limited by guarantee. It provides independent, one-stop information and guidance, and dispute resolution, free of charge to members of the public who have either a general or a specific query or complaint on a pensions matter; and will publicise areas of concern arising out of its experience. The Pensions Advisory Service is funded solely by the Department through its grant-in-aid allocation which is recovered through the general levy on pension schemes.

For further information, see The Pensions Advisory Service website.

- » [The Pensions Advisory Service](#) (website)

The Pensions Ombudsman and Pension Protection Fund Ombudsman

The Pensions Ombudsman (and the Pension Protection Fund Ombudsman), is appointed by the Secretary of State for Work and Pensions. The Pensions Ombudsman deals with complaints about how pension schemes are run. The Pension Protection Fund Ombudsman deals with disputes and appeals in relation to the Pension Protection Fund and the Financial Assistance Scheme. The Ombudsman acts independently and impartially and his decisions are final and binding (subject only to appeal to the court on a point of law) and enforceable in the courts.

The Ombudsman is funded by the Department through its grant-in-aid allocation which is recovered through the general levy on pensions schemes.

For further information, see the Ombudsman's website.

- » [Pensions Ombudsman](#) (website)

The Pensions Regulator

The Pensions Regulator (TPR) is the regulator of work-based pensions, established under the Pensions Act 2004 as an executive non-departmental public body, accountable to the Secretary of State for Work and Pensions.

The Regulator commenced operations in April 2005, superseding the Occupational Pensions Regulatory Authority.

In summary, the Regulator's objectives are to:

- protect members' benefits under occupational and personal pension schemes;
- reduce the risk of situations arising which may lead to compensation being payable from the Pension Protection Fund (PPF); and
- promote, and improve understanding of, the good administration of work-based pension schemes.

The running costs in relation to these objectives are funded by the general levy on pension schemes.

An additional objective, established under the Pensions Act 2008, is to:

- maximise employer compliance with the employer duties introduced through that Act and with the safeguards against prohibited recruitment conduct and inducements to opt out of pension saving.

The set-up costs of the Employer Compliance Regime are being met by the government.

Since its launch in April 2005 the Regulator has been designed to be outcome and customer-focused, transparent, proportionate and risk-based in its approach - in line with the Hampton Principles of Better Regulation, first published in March 2005. TPR's progress in this regard has been acknowledged in a 2007 National Audit Office report and TPR was assessed against the Hampton Principles and Macrory characteristics of effective inspection and enforcement in 2009. The review team concluded that the Hampton Principles are thoroughly embedded in TPR's work, both at strategic and operational levels. In particular, they were impressed with the way in which risk-based thinking is integrated into the culture of the organisation.

For further information, see The Pensions Regulator's website.

- » [The Pensions Regulator](#) (website)

Personal Accounts Delivery Authority

The Personal Accounts Delivery Authority (PADA) was set up under the Pensions Act 2007 to advise Government on the development of a low cost pension scheme, previously referred to as personal accounts but now named as the National Employment Savings Trust (NEST). PADA's remit was extended by the Pensions Act 2008, to enable it to support delivery of the Government's Enabling Retirement Savings Programme – a large scale programme to tackle under-saving for retirement – by:

- designing and procuring the elements of NEST; and
- supporting the establishment of the permanent body that will run the new pension scheme (NEST Corporation)

PADA was wound up on 5th July 2010. Most of PADA's property, rights and liabilities have transferred To the NEST Corporation from this date.

For further information, see the National Employment Savings Trust website.

- » [National Employment Savings Trust \(NEST\)](#) (website)

Remploy Ltd

Remploy Ltd was established in 1946 following the introduction of the 1944 Disabled Persons (Employment) Act that included recommendations for helping the employment and training of disabled people who would be unable to work or retain a job without support. Remploy Ltd is an Executive Non-Departmental Public Body and is also a company limited by guarantee and for national accounts purposes is also a Public Corporation. It receives a base grant-in-aid each year in exchange for delivering a range of employment and development opportunities through the Government's WORKSTEP programme.

Remploy Ltd is the leading provider of employment services for people with disabilities and health conditions and the largest provider of the WORKSTEP programme.

For further information, see the Remploy Ltd website.

- » [Remploy](#) (website)

Social Security Advisory Committee

The Social Security Advisory Committee was established in November 1980 as the UK's advisory body on social security matters. Its current statutory remit is contained in the Social Security Administration Act 1992 and involves:

- the scrutiny of secondary legislation, with a power to report formally to the Secretary of State;
- providing advice to the Secretary of State on social security issues as it sees fit;
- the provision of advice on any matters referred to it by the Secretary of State for Work and Pensions or the Department for Social Development in Northern Ireland; and
- the Committee is also invited to comment on matters within HM Revenue and Customs' responsibility and to provide advice to Treasury Ministers concerning Tax Credits and in relation to policies formerly the responsibility of DWP.

For further information, see the Social Security Advisory Committee's website.

- » [Social Security Advisory Committee](#) (website)

Annex B

Public Appointments made by the Secretary of State for Work and Pensions Between 1 April 2009 and 31 March 2010

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
DEAC	Elaine Noad	Chair	01/09/09	31/08/12	Up to £14,300	Based on 44 days per annum	1st Reappointment
DLAAB	Ben Ko	Member	13/01/10	12/01/13	£253 / £126.50	Per day/ per half day	2nd Reappointment
HSE	Sandy Blair	Member	01/04/09	31/03/12	£16,781	Per Annum	1st Reappointment
HSE	John Spanswick	Member	01/05/09	30/04/12	£16,781	Per Annum	1st Reappointment
HSE	Elizabeth Snape	Member	01/10/09	30/09/12	£16,781	Per Annum	2nd Reappointment
IIAC	Anne Spurgeon	Member	01/03/10	28/02/13	Unpaid		2nd Reappointment
IIAC	Richard Exell	Member	08/06/09	07/06/12	Unpaid		New Appointment
IIAC	Paul Faupel	Member	08/06/09	07/06/12	Unpaid		New Appointment
IIAC	Russel Griggs	Member	08/06/09	07/06/12	Unpaid		New Appointment
ILF	Nick Danagher	Member	01/11/09	31/10/14	£14,800	Per Annum	1st Reappointment
ILF	Michael Boyall	Member	01/02/10	31/01/15	£16,300	Per Annum	1st Reappointment
Remploy	Ian Russell	Chair	08/01/10	07/01/12	Unpaid		1st Reappointment
Remploy	Joe Mann	Member	18/05/09	17/05/12	£7687.56	Per Annum	1st Reappointment
Remploy	Ian Thornley	Member	18/05/09	17/05/10	£7687.56	Per Annum	1st Reappointment
SSAC	Brigid Campbell	Member	01/02/10	31/01/13	£256.80	Per day	3rd Reappointment
SSAC	Janet Walker	Member	01/01/10	31/12/13	£256.80	Per day	3rd Reappointment
SSAC	Kwame Akuffo	Member	01/01/10	31/12/13	£256.80	Per day	3rd Reappointment
SSAC	Elaine Kempson	Member	01/02/10	31/07/12	£256.80	Per day	3rd Reappointment
SSAC	Nicola Smith	Member	01/01/10	31/12/13	£256.80	Per day	New Appointment
SSAC	John Andrews	Member	01/04/09	31/03/12	£256.80	Per day	New Appointment
SSAC	Carolyn George	Member	01/04/09	31/03/12	£256.80	Per day	New Appointment
TPR	Isabel Hudson	Member	01/06/09	31/05/13	£20,694	Per Annum	New Appointment
TPR	Bruce Rigby	Member	01/06/09	31/05/13	£20,694	Per Annum	New Appointment

Annex C

Public Appointments Diversity Breakdown

Including those individuals detailed in Annex B, the total number of Ministerial appointments as at 31 March 2010 = 121.

Diversity category	Number	%
Female	49	40
Disabled	43	36
Ethnic Minority background	13	11