

**DEPARTMENT FOR WORK  
AND PENSIONS**

**ANNUAL APPOINTMENTS REPORT**

**2009**

## **Introduction**

1. This report reviews the position relating to the appointment of chairs and board members of the public bodies sponsored by the Department for Work and Pensions (DWP). It provides a snap shot of the public bodies sponsored as at 31 March 2009 and details the ministerial appointments made between 1 April 2008 and 31 March 2009. It also includes a report on activity carried out to support policy objectives together with a forward look to future activity over the next year.

## **Non-Departmental Public Bodies Sponsored by the Department**

2. As at 31 March 2009, the Department for Work and Pensions sponsors 5 Advisory Non-Departmental Public Bodies (NDPBs), 8 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

The Pensions Advisory Service

The Pensions Regulator

Working Ventures UK

- **Tribunal**

Pensions Ombudsman

Pension Protection Fund Ombudsman

- **Public Corporation**

Pension Protection Fund

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

### **Changes During the Year**

4. The Pensions Act 2007 set up the Personal Accounts Delivery Authority (PADA) as a non-departmental public body with an initial function of advising Government on the development of the personal accounts scheme. The personal accounts scheme will give those currently without access to a good quality workplace pension scheme (in particular, low to moderate earners) the opportunity to save. The Pensions Act 2008 extended PADA's functions to enable it to design and procure the elements of the personal accounts scheme. This will support delivery of the Government's Enabling Retirement Savings Programme – a large-scale programme to tackle under-saving for retirement. PADA is also supporting DWP with the planning stages of setting up the Trustee Corporation that will eventually administer the personal accounts scheme.

5. In June 2008, the Child Maintenance and Other Payments Act saw the creation of the Child Maintenance and Enforcement Commission, a Crown non-departmental public body with responsibility for delivering a reformed child maintenance system. Its primary objective is to ensure that the maximum number of children who live apart from one or both parents benefit from child maintenance.

6. The Pensions Act 2008 sets out a new objective for The Pensions Regulator, to maximise compliance with the 'employer duty' (from 2012, all employers will have a duty to enrol their staff into a 'qualifying' pension scheme and make contributions on their behalf) and with certain new employment safeguards. 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.

7. During the year the Regulator appointed one additional executive and two additional non executive members to the Board. These appointments resulted from a board effectiveness review and the recognition of the need to strengthen the Board to take on the new responsibilities for the Regulator's new role on employer compliance for the 2012 pensions reforms.

## **Appointments**

8. Between 1 April 2008 and 31 March 2009, there were 33 ministerial appointments, of which 15 were new appointments and 18 re-appointments. Subject to the individual meeting the current criteria for the post, reappointments take place only if the board member has performed satisfactorily during their current term of appointment. Performance appraisals are completed to establish if this is the case.

9. Annex B provides details of the ministerial appointments made between 1 April 2008 and 31 March 2009.

## **Policy and Practice**

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

11. The Department also has a central team within Departmental Governance (part of Legal Group) that has the following remit:

- To provide a focal point on all Non-Departmental Public Body-related issues;
- To provide advice and guidance to Client Groups and stewardship/sponsor teams in accordance with the Governance principles set out in Cabinet Office (CO) guidance and the Office of the Commissioner for Public Appointments' (OCPA) Code of Practice for Ministerial Appointments to Public Bodies;
- To scrutinise and uplift DWP-sponsored vacancies onto the Public Appointments Vacancies website;
- To co-ordinate Departmental responses to Parliamentary Questions, Ministerial correspondence, Freedom of Information requests and CO initiatives in respect of public appointments and other issues concerning all NDPBs;
- To maintain a Departmental accountabilities framework for NDPBs; and
- To collate and prepare statistical returns on public appointments, task forces, ad hoc groups and reviews.

## **Appointment on Merit**

12. In accordance with OCPA's Code of Practice, the Department is fully 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**

13. Some of the Department's public bodies operate in very specialist fields, and the potential pool of candidates (particularly in 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.

## **Monitoring Diversity**

14. Diversity monitoring forms are issued together with application forms during recruitment exercises (but are not included in the sifting or interviewing process). 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.

## **Progress Against Departmental Diversity Targets**

15. In line with its commitment to increase the female, disabled and ethnic minority representation on the boards of its NDPBs, the Department sets diversity targets over a rolling three year period. A review of these targets was conducted in March 2008 to update the target for 2011-12. The table at Annex C shows how the Department has performed against these targets over the last three years.

## **Public Appointments Vacancies Website**

16. The Cabinet Office public appointments vacancies website ([www.publicappts-vacs.gov.uk](http://www.publicappts-vacs.gov.uk)) is used to advertise all 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 for Work and Pensions also aims to promote awareness and ensure that as wide a range of potential applicants as possible are informed of vacancy opportunities.

## **Future Developments**

### **The Pensions Advisory Service (TPAS):**

17. Accepting a recommendation from a recently finalised external review of TPAS's future role, TPAS and DWP are working together to modernise TPAS's corporate governance structures. Part of this process will include considering the processes for making appointments to TPAS's Board.

## **Pension Protection Fund (PPF):**

18. The Government published a consultation document on 11 February 2009 setting out its proposals to confer functions on the Board of the PPF to manage and administer the Financial Assistance Scheme (FAS). Following Parliamentary approval, PPF became the Scheme Manager of the Financial Assistance Scheme on 10 July 2009.

## **New Diversity Targets – Recruitment Levels**

19. The Government has expressed concern across all departments about the level of progress made since 1997 on improving the diversity of its public appointees, and recently set new targets for appointments regulated by OCPA. These were launched alongside a new cross-Government action plan at a reception held by the Government Equalities Office (GEO) on 17 June 2009. The targets are:

- By March 2011, women to make up 50% of new OCPA-regulated appointees;
- By March 2011, disabled people to make up 14% of new OCPA-regulated appointees; and
- By March 2011, people from an ethnic minority to make up 11% of new OCPA-regulated appointees

20. The Government recognises that these targets are very stretching and, although responsibility for meeting them rests with departments, GEO and CO are working centrally to support them. To monitor performance against the targets, league tables will be published every 12 months by CO.

## **Child Maintenance and Enforcement Commission**

The Child Maintenance and Enforcement Commission was established under the Child Maintenance and Other Payments Act 2008 to support the Government's four principles for the reform of the child maintenance system. These are to:

- help tackle child poverty by ensuring that more parents take responsibility for paying for their children and that more children benefit from this;
- promote parental responsibility by encouraging and empowering parents to make their own maintenance arrangements wherever possible but taking firm action – through a tough and effective enforcement regime – to enforce payment where necessary;
- provide a cost-effective and professional service that gets money flowing between parents in the most efficient way for the taxpayer; and
- be simple and transparent, providing an accessible, reliable and responsive service that is understood and accepted by parents and their advisers and is capable of being administered by staff.

In addition, the body has also taken responsibility for the statutory maintenance system administered by the Child Support Agency.

For further information, see the Child Maintenance and Enforcement Commission's website: [www.childmaintenance.org](http://www.childmaintenance.org)

## **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: [www.dwp.gov.uk/about-dwp/public-bodies/dwp-sponsored-public-bodies/disability-employment-advisory/](http://www.dwp.gov.uk/about-dwp/public-bodies/dwp-sponsored-public-bodies/disability-employment-advisory/)

## **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: [www.dwp.gov.uk/about-dwp/public-bodies/dwp-sponsored-public-bodies/disability-living-allowance-advisory/](http://www.dwp.gov.uk/about-dwp/public-bodies/dwp-sponsored-public-bodies/disability-living-allowance-advisory/)

## **Equality 2025**

Equality 2025 – the United Kingdom Advisory Network on Disability Equality 2025 – is helping the 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; and
- advise the Government, where appropriate, on the implementation and maintenance of international treaties and conventions within the UK.

For further information, see Equality 2025's website: [www.officefordisability.gov.uk/equality2025/](http://www.officefordisability.gov.uk/equality2025/)

## **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: [www.hse.gov.uk/](http://www.hse.gov.uk/)

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

The Independent Living Fund (2006) is established under a trust deed. It is wholly funded by the Department 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: [www.ilf.org.uk/](http://www.ilf.org.uk/)

### **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: [www.iiac.org.uk/](http://www.iiac.org.uk/)

## **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 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 Pension Protection Fund 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 July 2008 regulations came into force giving the PPF powers to advise DWP in relation to the Financial Assistance Scheme (FAS) and to manage or make arrangements for management of the transfer of property, rights and liabilities of certain schemes in connection with FAS. (PPF became the Scheme Manager of the Financial Assistance Scheme from 10 July 2009.) The PPF's activities under these powers are funded by a separate grant from government and do not impact on the PPF's activities on behalf of levy payers.

For further information, see the Pension Protection Fund website:  
[www.pensionprotectionfund.org.uk](http://www.pensionprotectionfund.org.uk)

## **Personal Accounts Delivery Authority**

The Pensions Act 2007 set up the Personal Accounts Delivery Authority (PADA) with an initial function of advising Government on the development of the personal accounts scheme. The Pensions Act 2008 extended PADA's functions to enable it to design and procure the elements of the low cost occupational pension scheme (currently known as personal accounts). This will support delivery of the Government's Enabling Retirement Savings Programme – a large-scale programme to tackle under-saving for retirement.

For further information, see the Personal Accounts Delivery Authority's website:  
[www.padeliveryauthority.org.uk](http://www.padeliveryauthority.org.uk).

## **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 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: [www.remploy.co.uk](http://www.remploy.co.uk)

## **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 Northern Ireland department responsible for social security; and
- the Committee is also invited to comment on matters within HM Revenue & 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: [www.ssac.org.uk](http://www.ssac.org.uk)

## **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 pensions schemes.

For further information, see The Pensions Advisory Service website: [www.pensionsadvisoryservice.org.uk](http://www.pensionsadvisoryservice.org.uk)

## **The Pensions Ombudsman and Pension Protection Fund Ombudsman**

The Pensions Ombudsman who is also 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: [www.pensions-ombudsman.org.uk](http://www.pensions-ombudsman.org.uk)

### **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 (Opra)

The Regulator's objectives, as established under the Pensions Act 2004, are to:

- Protect the benefits under occupational pension schemes of, or in respect of, members of such schemes, and protect the benefits under personal pension schemes of, or in respect of, members of such 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 (ECR) are being met by the DWP.

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 recent National Audit Office report.

For further information, see The Pensions Regulator's website: [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)

## **Working Ventures UK**

Working Ventures UK is a not-for-profit company. It receives grant-in-aid from the Department but its primary resource is a network of employers – particularly the Employer Coalitions, whose members' organisations employ one in ten of the UK workforce. The purpose of the network is to open up more and better employment opportunities in local labour markets for disadvantaged people; and to help such people develop economically valuable skills and realise their potential.

The network provides market intelligence and industry knowledge to help the public sector meet employer hiring needs. It also provides a channel for influence and a test bed for new initiatives to improve employment and skills systems.

For further information, see the Working Ventures UK website: [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 2008 and 31 March 2009**

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
DEAC	Mr Stephen Cairns	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Ms Agnes Fletcher	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Mr Adam Gaines	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Mrs Deborah Parker	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Ms Liz Sutherland	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Mrs Niccola Swan	Member	01/01/2009	31/12/2011	Unpaid		New Appointment
DEAC	Mr Tim Cooper	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Ms Cheryl Cullen	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Mr Mark Deal	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Ms Lorraine Gradwell	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Mrs Catherine Graham	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Mr Asif Iqbal	Member	01/01/2009	31/12/2011	Unpaid		Reappointment

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
DEAC	Mrs Christine Jess	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DEAC	Dr Rachel Perkins	Member	01/01/2009	31/12/2011	Unpaid		Reappointment
DLAAB	Mrs Anne Carton-Kelly	Member	23/02/2009	22/02/2014	£253.00	Per day	New Appointment
DLAAB	Dr Rajesh Gowda	Member	01/02/2009	31/01/2014	£253.00	Per day	New Appointment
DLAAB	Mr Pat Kelly	Member	01/02/2009	31/01/2014	£253.00	Per day	New Appointment
DLAAB	Dr Ronald Pearce	Member	03/10/2008	02/10/2012	£253.00	Per day	Reappointment
Equality 2025	Ms Rowen Jade	Chair	01/12/2008	30/11/2011	£40,000	Per Annum	Reappointment
HSE	Mr David Gartside	Member	01/04/2008	31/03/2011	£15,435	Per Annum	New Appointment
HSE	Dr Sayeed Khan	Member	01/04/2008	31/03/2011	£15,435	Per Annum	Reappointment
IIAC	Prof. Paul Cullinan	Member	01/09/2008	31/08/2011	£142	Per meeting	New Appointment
IIAC	Prof. Damien McElvenny	Member	01/09/2008	31/08/2011	£142	Per meeting	New Appointment
IIAC	Prof. Mansel Aylward	Member	20/06/2008	19/06/2011	£142	Per meeting	Reappointment
IIAC	Dr Ian Lawson	Member	30/10/2008	29/10/2011	£142	Per meeting	Reappointment
IIAC	Mr Fergus Whitty	Member	08/04/2008	07/04/2011	£142	Per meeting	Reappointment
ILF	Mr Peter Cooke	Vice Chair	01/10/2008	30/09/2013	£16,300	Per Annum	Reappointment

Public Body	Name of Appointee	Position	Current Appointment		Remuneration	Type	Comments
			Start	End			
ILF	Mr Stephen Jack	Chair	01/05/2008	30/04/2013	£19,500	Per Annum	Reappointment
ILF	Mrs Marie Martin	Member	01/09/2008	31/08/2013	£14,800	Per Annum	Reappointment
Remploy	Mr Peter Smith	Member	18/06/2008	17/06/2011	£7,500	Per Annum	New Appointment
SSAC	Mrs Maureen Reith	Member	05/01/2009	04/12/2012	£253	Per day	New Appointment
SSAC	Mrs Patricia Smail	Member	01/10/2008	30/09/2011	£253	Per day	Reappointment
tPR	Mr Tony Brierley	Member	09/07/2008	08/07/2012	£10,200	Per Annum	New Appointment

## Diversity Targets – Representational Levels

### Progress Against Targets

<b>Gender</b>								
2006/07			2007/08			2008/09		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
66	38	50%	54	38%	50%	54	43%	41% <sup>1</sup>
<b>Ethnicity</b>								
2006/07			2007/08			2008/09		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
14	8%	14.6%	14	10%	14.6%	13	10%	7% <sup>1</sup>
<b>Disability</b>								
2006/07			2007/08			2008/09		
Numbers	%	Target	Numbers	%	Target	Numbers	%	Target
55	32%	25%	47	33%	25%	48	38%	31%

## Diversity Targets – Representational Levels

### Future Targets

	2009-10	2010-11	2011-12
<b>Gender</b>	41%	42%	47%
<b>Ethnicity</b>	7%	7%	14%
<b>Disability</b>	31%	32%	32%

Notes:

<sup>1</sup> Our statisticians advised in 2008 that the aspirational targets of previous years for representational levels of women members will be unachievable as the impact of recent and forthcoming changes across NDPBs take effect. Targets from 2008 onwards were re-baselined to reflect a stretching but realistic goal.