

PARLIAMENTARY STANDARDS ACT 2009



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**THE SPEAKER'S COMMITTEE  
FOR THE INDEPENDENT  
PARLIAMENTARY  
STANDARDS AUTHORITY**

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**FIRST REPORT 2016**

**Appointment of the Chair of the Independent  
Parliamentary Standards Authority**



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### FIRST REPORT 2016

#### Appointment of the Chair of the Independent Parliamentary Standards Authority

*Ordered by the House of Commons  
to be printed 21 March 2016*

## The Speaker's Committee for the Independent Parliamentary Standards Authority

The Speaker's Committee for the IPSA is appointed in accordance with the provisions of the Parliamentary Standards Act 2009 as amended by the Constitutional Reform & Governance Act 2010.

### Current membership

[Rt Hon John Bercow MP](#), Speaker of the House of Commons (Chair)

[Rt Hon Chris Grayling MP](#), Leader of the House (*ex officio*)

[Rt Hon Kevin Barron MP](#), Chair of the Standards and Privileges Committee (*ex officio*)

[Rt Hon Nicholas Brown MP](#)

[Chris Bryant MP](#)

[Rt Hon Cheryl Gillan MP](#)

[Mr Charles Walker MP](#)

[Pete Wishart MP](#)

Mr Kenneth Batty (Lay Member)

Professor Monojit Chatterji (Lay Member)

Bronwen Curtis CBE (Lay Member)

### Contacts

The Secretaries of the Speaker's Committee are Lynn Gardner and Ben Williams.

Correspondence should be addressed to:

The Secretary of the SCIPSA

Journal Office

House of Commons

London SW1A 0AA

Email: [scipsa@parliament.uk](mailto:scipsa@parliament.uk)

Telephone inquiries: 020 7219 3351

Fax: 020 7219 2269

Website: [www.parliament.uk/scipsa](http://www.parliament.uk/scipsa)

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## Introduction

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1. The term of office of the current Chair of the Independent Parliamentary Standards Authority (IPSA), Sir Ian Kennedy, expires on 31 May 2016. The Chair of the Board of IPSA is appointed by Her Majesty the Queen, following an Address from the House of Commons. The Speaker of the House of Commons is required to select the Chair “on merit, [and on] the basis of fair and open competition”, and the Speaker’s Committee for the IPSA must approve the candidate selected by the Speaker before the motion for an Address can be made. In practice Mr Speaker chooses to consult and involve the Speaker’s Committee throughout the appointment process.

2. This report provides information about the procedure followed during the selection of the next Chair of the IPSA. The Committee would like to express its thanks and appreciation to Sir Ian for the work he has done establishing and chairing IPSA since its inception.

### The Process

3. Although this is not a Ministerial appointment, the Speaker has had regard to the Commissioner for Public Appointments’ Code of Practice for Ministerial Appointments to Public Bodies. In order to assist with identifying possible candidates for the post the Speaker, in November 2015, appointed the following independent Panel to conduct the initial sifting and interview of candidates:

- Dame Denise Platt (Independent Chair)
- Ken Batty (lay member, Speaker’s Committee for the IPSA)
- Professor Monojit Chatterji (lay member, Speaker’s Committee for the IPSA)
- Enid Rowlands (Chair, Solicitors Regulation Authority)
- Laura Sandys (former MP for South Thanet)

On this occasion the Panel was asked to provide Mr Speaker with the names of one or more candidates who they believed were appointable to the role. It was agreed that Mr Speaker would then meet with the appointable candidates and select one candidate to go forward for appointment. The Speaker’s Committee also decided that it would meet with the candidate selected by Mr Speaker before deciding whether to approve the appointment.

4. As with previous appointments to the IPSA, funding was provided to support the use of recruitment consultants, who were appointed under the House Service’s framework agreement, which was awarded following a competitive tender.

5. The Panel considered and noted the job description and person specification which had been agreed by Mr Speaker and the Speaker’s Committee, and agreed to the contents of the recruitment pack.<sup>1</sup>

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<sup>1</sup> See Appendix A for the job description and person specification that were included in the pack

6. The post was publicly advertised and the Panel approved the text of an advertisement. The Panel was advised by GatenbySanderson that web-based advertisement, in conjunction with the active search by the consultants, represented the best option to source a strong field. The Panel agreed that the advertisement should appear in the following media:

- Sunday Times (print & online)
- Centre for Public Appointments Website (online only)
- Nonexecutivedirectors.com (online only)
- Women on Boards (online only)
- GatenbySanderson Linked In and Twitter account
- GatenbySanderson website

7. A total of 29 applications were received. All applicants were required to submit a CV and a supporting statement demonstrating how they met the requirements for the role. The Panel met on 8 February 2016 to consider a report from the recruitment consultants and agreed to longlist eight candidates for a preliminary interview with the search consultants. The Panel met again on 22 February 2016 to consider the outcome of these preliminary interviews and agreed to shortlist four candidates for interview.

8. The interviews took place on 3 March 2016. All candidates were questioned on the same areas relevant to the role and all were assessed on how they met the essential criteria for the role. The Panel found that one candidate met the requirements and was appointable to the role: Ruth Evans. Mr Speaker met Ms Evans on 10 March and decided to recommend her appointment to the Speaker's Committee. The Committee met Ms Evans on 15 March and approved her name going forward to the House for appointment.

9. The Speaker and the Committee are entirely satisfied that the selection process was rigorous and that the Panel discharged its duties conscientiously and with all due regard to the requirements of thoroughness, fairness and propriety. We are grateful to Dame Denise and her fellow panel members.

## The Candidate

10. The recommended candidate is Ruth Evans. Ms Evans has held a number of senior non-executive positions in both the public and private sector. She was the first Chairman of the Bar Standards Board; has been a non-executive Director of the National Audit Office where she chaired the Remuneration Committee; and was Deputy Chair of the Ofcom Consumer Panel. Currently she is a non-executive Director at the Serious Fraud Office, Chair of the Payments Strategy Forum, and a Non Executive Commissioner at the Police Complaints Commission. She has recently left the CPP Group PLC where she was a senior non-executive director and Chair of the Remuneration Board. A copy of her CV can be found at Appendix B.

11. Appointments to the IPSA are made by Her Majesty on an Address from the House of Commons. The Committee invites the House to approve the appointment of Ruth Evans as the Chair of IPSA for the period from 1 June 2016 to 31 May 2021.



# Appendix A: Role and person specification

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## Job Description

In addition to the responsibilities of IPSA's Board (see below), the Chair's role is to:

- Provide leadership for the Independent Parliamentary Standards Authority;
- Establish with the Board the strategic direction of the Board and ensure compliance with IPSA's statutory duties;
- Chair meetings of IPSA's Board;
- Work closely with the Chief Executive to maintain strategic direction and monitor performance;
- Play an active role in the appointment, management and review of performance of other Board Members, the Compliance Officer and the Chief Executive; and
- Represent IPSA in public, in the media and before parliamentary committees.

## Role of IPSA's Board

IPSA's Board provides the strategic leadership of the Independent Parliamentary Standards Authority, safeguarding its independence, acting as an advocate for its values and delivering its objectives: meeting its statutory duties; helping to restore confidence in Parliament; and providing efficient and cost-effective administration of services which meet the needs of taxpayers, MPs and their staff.

- The Board ensures that IPSA exercises its statutory obligations, including:
  - the review and setting of MPs' salaries;
  - the review and development of the MPs' pension scheme;
  - the operation and review of the MPs' Business Costs and Expenses Scheme.
- The Board sets the strategic priorities for IPSA as an organisation ensuring it is efficient, cost-effective and fit for purpose and delivers its objectives. In doing so, the Board:
  - Contributes to the development and articulation of IPSA's vision, values, strategies and plans;
  - Reviews and approves the Scheme for MPs' business costs and expenses;
  - Determines the salaries to be paid to Members of Parliament, including mechanisms for review and up-rating of salaries;
  - Determines the pensions available to Members of Parliament, including levels of contribution and benefit;

- Scrutinises the performance of the organisation in meeting its objectives and holds the Executive to account for their delivery;
- Oversees the development of, and approves, a Corporate Plan, Annual Report and Estimate of IPSA's use of resources;
- Sets the risk appetite and approves the framework of internal controls in support of the achievement of IPSA's strategic objectives;
- Determines and reviews the procedures used by the Compliance Officer;
- Issues and, from time to time, revises a code of conduct for Members of IPSA's Board; and
- Appoints and determines the terms and conditions of the Chief Executive.

### Person Specification

Candidates should be able to demonstrate:

#### Leadership

- An ability to lead by example and inspire others;
- Undisputed demonstrable integrity and a commitment to the seven principles of public life;
- The ability to think clearly and independently and exercise sound judgement, grasping complex issues quickly.

#### Ability to fulfil a non-executive role

- The ability to operate effectively as a non-executive to support and hold to account an executive team responsible for a complex and operationally intensive environment;
- Evidence of a profile demonstrating substantial experience, integrity, and significant achievement in your respective field;
- A track record of reviewing financial and other resource/business plans demonstrating an understanding of cost effectiveness and efficiency;
- Proven ability to pull together and develop a senior non-executive team;
- Proven ability to lead an organisation through a period of cultural change.

#### Communication and presentational skills

- Ability to work collaboratively using persuasion and influence effectively in a high profile environment;
- Political awareness and a track record of successfully managing relations with a complex range of interested parties, with tact and absolute discretion where necessary; and

- Proven ability to communicate and explain decisions to the public through the media.

Appreciation of stakeholder needs

- An understanding of regulation/the role of the regulator, within either the public or the private sector;
- An understanding of the administration and delivery of services and of the need to support MPs in carrying out their duties; and
- An appreciation of the challenges of supporting diverse and geographically dispersed employers (MPs) and their workforce.

## Appendix B: Candidate CV

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### Current Appointments

#### **Chair of the Payments Strategy Forum, 2015**

Established in July 2015 by the Payments Strategy Regulator to bring together the payments industry and representatives of all those that use payment services to deliver a collaborative Strategy for competition and innovation;

#### **Non Executive Director, Serious Fraud Office, 2014**

One of three non-execs appointed to provide strategic oversight to the SFO.

### Past Non-Executive Appointments

#### **Regulatory Boards**

- First Chair, Authority for Television on Demand, 2009–2015
- First Chair, Bar Standards Board, the Regulator for Barristers, 2005–2008
- Deputy Chair, Ofcom Consumer Panel, 2003–2009
- NED Phone Pay Plus 2008–2011
- General Medical Council, 1999–2008 & Chair of Standards Committee.

#### **Public Bodies**

- Non-Exec Commissioner, Independent Police Complaints Commission; Chair of Remuneration Board 2009–2015
- Non-Executive Director, National Audit Office; Chair of Remuneration Board 2009–2012
- Member, Human Genetics Commission 1999–2002
- Member, Independent Review Panel Future Funding for BBC, 1999–2000.

#### **Commercial Boards**

- Senior Non-Executive Director, CPP Group PLC, and Chair of Remuneration Board, 2013–2016
- Member, ING Direct Advisory Board, UK, 2007–2010
- Non-executive Director, Nationwide Building Society, 2002–2005
- Non-executive Director, Liverpool Victoria Group, 1999–2002.

### ***Professional and Trade Bodies***

- Lay Member of the Queen’s Counsel Selection Panel, 2004–2008
- Member, Customer Impact Panel Association British Insurers, 2005–2011
- Member, Law Society Governance Review Group, 2003–2005.

### ***Independent Inquiries***

- Chair, Independent Inquiry into Drug Testing at Work, 2002–2004
- Chairman, Independent Inquiry into Paediatric Cardiac Services at the Royal Brompton and Harefield Hospitals, 1999–2001.

### ***Dispute Resolution Boards***

- Member, Independent Complaints Panel, Audit Commission, 2002–2006
- NED of the new Financial Ombudsman Service, 1999–2002.

### ***Charities***

- Trustee, Money Advice Trust, 1994–2000 and Chair of Money Advice Agencies Coordinating Group
- Board Member, Good Practices in Mental Health, 1986–1989
- Board Member, Brook Advisory Centres 1984–1987
- Board Member, National Perinatal Epidemiology Unit, 1983–1986
- School Governor, Camden School for Girls, 1985–1989.

### ***Previous Executive Posts Up To 1999***

- Chief Executive, and Accounting Officer, National Consumer Council, 1992-1999, 3 terms of office
- Consultant to Department of Health, 1990–1991
- General Secretary of War on Want, a development charity, 1990
- Deputy Director, Mind, 1986–1990
- First Director, Maternity Alliance, 1981–1986.

### ***Education***

- MA History, 2.1, Girton College, Cambridge University, 1980
- 3 A levels, Camden School for Girls, London, 1976.

## List of Reports from the Committee during the current Parliament

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All publications from the Committee are available on the [publications page](#) of the Committee's website.

### Session 2015–16

First Report of 2015

Appointment of IPSA Board Members

HC 619