

dti

DTI ANNUAL APPOINTMENT PLAN

URN 06/432

2006/2007

Background

The 10th 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 their department. The plan would set out policy and practice relating to the public appointments of chairs and board members of public bodies and be referred to within the Departmental Report.

The Department of Trade and Industry (DTI) is responsible for appointments to over 60 public bodies and for various tribunals. These include Non-Departmental Public Bodies such as the Low Pay Commission, the Competition Commission, each of the Regional Development Agencies, (RDAs) various consumer councils such as Postwatch and the National Consumer Council; the eight scientific Research Councils; and the boards of public corporations such as the Royal Mail and BNFL. We also make non-judicial appointments to tribunals including the Persons Hearing Estate Agents Appeals.

Details of DTI's public bodies including terms of reference can be found in the Cabinet Office's publication Public Bodies, published on their website at <http://www.civilservice.gov.uk/other/agencies/index.asp>.

Typically a third of DTI's 1,000 appointments will come up for review each year and of those approximately half will usually be considered for re-appointment. Annex 1 provides details of new appointments and reappointments made during 2005.

Policy

Appointments to Public Corporations, Advisory, and Executive Non Departmental Bodies [NDPBs] are regulated by the Commissioner for Public Appointments Code of Practice for Ministerial Appointments to Public Bodies, known as the OCPA Code. The DTI also uses a process which takes into account the Commissioner's Code of Practice as best practice for appointments to the DTI Departmental Boards, Tribunal NDPBs and appointments to the Office of Fair Trading and Postal Services Commission.

Appointments are made in accordance with the five principles of public life – merit, independent scrutiny, equal opportunities, probity, openness and transparency and proportionality.

At the beginning of each competition the Minister is asked to agree the selection criteria and the process. The selection panel will then make recommendations to the Minister who will make the final decision as to who should be appointed.

All vacancies are advertised on the Cabinet Office website, other relevant websites, national press or specialist journals as appropriate. We circulate details of vacancies to a wide range of organisations such as trade associations and diversity organisations eg Association for Women in Science and Engineering.

Application forms are based on the model produced by the Cabinet Office. Applicants are required to complete an application form for each public appointment. Monitoring information concerning ethnicity, disability and political activity provided with the application form will be detached and not shown to the selection panel. All candidates are treated equally and appointment is made on merit.

For high profile bodies we commission recruitment consultants to carry out an executive search function on our behalf to identify and target high calibre diverse candidates across the country. Searched and non searched candidates are treated equally and we ensure that the consultants adhere to the Code.

All vacancies for paid appointees will involve a full selection panel process whether or not they fall within the remit of the OCPA Code.

Period of appointment

The initial length of an appointment will vary but the average length of term is 3 years. Each year about a third of the total appointments will come to an end and a performance review will determine whether reappointment is appropriate. The review process will take account of the appointee's contribution, record of attendance, conduct and the overall balance of the interests of the Board in deciding whether to offer a period of reappointment. The maximum period of an appointment cannot exceed 10 years in total on the same Board.

Equality statement

Our advertisements and information packs include a standard inclusive equality statement. "The DTI is committed to providing equal opportunities for all, irrespective of race, age, disability, gender, marital status, religion, sexual orientation, transgender and working patterns and to the principle of public appointments on merit with independent assessments, openness and transparency of process."

Independent Assessors

A fundamental principle of the Code is independent assessment. Every selection panel will include an Independent Assessor (IA) whose role is to

ensure that the correct procedures are followed. OCPA maintains a central list of IAs which is supplemented by a small DTI list. Departmental sponsors are able to choose whether to appoint an IA from either the OCPA or DTI lists. Sponsors are reminded of the need for impartiality and to avoid using the same IA for several competitions.

Following publication of the Government response to the report of the Committee on Standards in Public Life in 2006 the Department will review existing arrangements and a decision made to either run an open competition to recruit new DTI assessors or to rely solely on the OCPA list.

Departmental Guidance

Comprehensive guidance was produced for departmental sponsors setting out the DTI's policy for public appointments to ensure consistency and adherence to the Code. This includes checklists, templates and standard letters.

OCPA audit

Departments are subject to an audit on a three year rolling programme. DTI was audited during December 2005. The report showed a high level of compliance with the OCPA Code of Practice and recognised a number of good practice points.

Report on achievement of objectives Report for 2005 - 2006

Diversity

In line with our action plan DTI Officials and Ministers review specific actions at the start of recruitment exercises to attract diverse candidates including advertising in specific press and journals and on the DTI and Cabinet Office Websites.

Departmental sponsors are encouraged to involve organisations listed in the Cabinet Office's Directory of Organisations at the beginning of the process and to circulate vacancy details to a comprehensive list of organisations operating in their specific areas.

The DTI equality statement is included in our advertisements and information packs.

We took part in a pilot monitoring exercise on sexual orientation coordinated by the Cabinet Office, which covered appointment campaigns which started between October 2005 and March 2006. Cabinet Office agreed to analyse the

results on behalf of participating departments but the results are not yet available.

The Minister wrote to Government Office Regional Directors and RDA Chairs asking them to prepare agreed joint action plans specifying how they intended to work together, and with regional partners, to raise awareness of future RDA Board opportunities. A wide range of activities were undertaken including awareness events for potential candidates, advertising the vacancies on the RDA and Government Office websites, holding meetings with key stakeholders to identify potential candidates and writing articles for regional publications. One Regional Development Agency also employed a PR agency to develop and implement a targeted media / communications strategy to support the joint action plan.

Regular articles were produced for the WNC newsletter and national diversity organisations were contacted and provided with details of the vacancies for circulation to their members.

DTI organised a seminar and a stand at the European Federation of Black Women's Business Owners Conference.

A booklet of forthcoming vacancies was prepared for the Black History Month reception in the House of Commons.

The Women's National Commission appointed a trainee Commissioner who was unsuccessful at a recruitment scheme. This has worked well and it is intended to repeat this initiative.

Progress towards targets

Against our target of 45-55% of appointments made should be women there has been a small increase in the proportion of women appointed. The number of ethnic minority appointees fell slightly against the target of 8.5% and there was a small increase in disabled appointments against the target of 5%. The overall position is shown below:

Outcome ¹	2003	2004	2005
Total number of appointees	3106	2998	3012
Women	1011 (32.5%)	1006 (33.6%)	1035 (34.36%)
Ethnic Minorities	217 (7%)	191 (6.37%)	196 (6.5%)
Disabled People	135 (4.3%)	156 (5.2%)	158 (5.24)

¹ Figures include appointments made to the Employment Tribunals and Employment Appeal Tribunal which transferred to DCA on 1 April 2006.

Future Plans

DTI Targets for 2006/07- 2007/08

The transfer of the Employment Tribunals and the Employment Appeal Tribunal to the Department for Constitutional Affairs on 1 April 2006 will have a significant impact on current performance by reducing the total number of appointments from 3,000 to about 1,000. This reduction will have a fundamental effect on the constitution of the appointments base because the weighting of appointments has shifted towards bodies drawn from groups where women in particular are less well represented. In view of this Ministers have agreed to revise the targets and that they should in future measure the entire composition of the appointments base rather than appointments made. The new targets are set out below:

	31 March 2007	31 March 2008
Women	35%	40%
Ethnic Minorities	8.5%	8.5%
Disabled People	5%	5%

To support progress towards our targets we will take the following action:

- DTI Officials and Ministers will review at the beginning of each appointments exercise explicit and specific actions to be taken in pursuit of equal opportunity goals.
- All submissions to Ministers recommending individual public appointments to be made will include a section setting out how equal opportunities issues have been taken into account in the selection process and what has been done on that particular body to contribute to the Department's goals.
- Work closely with the Women's National Commission to devise a list of practical steps for departmental sponsors to follow and then issue specific additional central guidance setting out practical steps sponsors can take in particular ways in which more women candidates might be encouraged to apply.
- Target a wide range of organizations to ensure that women, people from minority ethnic backgrounds and disabled people are made aware of vacancies.

- RDAs plan to separate the process for the 2006 appointments round and contract with search consultants to undertake targeted searches within each region as well as engaging recruitment consultants to undertake the administration of the process. Regions will be asked to agree new joint awareness raising action plans.
- Work together with the UK Resource Centre (UKRC) to improve the representation of women on SET related Boards.
- Departmental sponsors will be encouraged to consider the possibility of potential future members attending Board meetings to give them an insight into the workings of the Board.
- The public appointments pages on the DTI website are being updated, to be launched later this year, with the aim of providing full details of current and anticipated vacancies together with links to related websites including OCPA and Cabinet Office.
- Maintain close links with the appointment units of other Government Departments including Cabinet Office and OCPA to identify problems and share good practice to help improve the diversity of appointments.

Anticipated changes in regulatory status

It is anticipated that the Equality Bill - which will establish the Commission for Equality and Human Rights (CEHR) - will receive Royal Assent in spring 2006. The CEHR will be classified as an Executive NDPB. Once established the CEHR will build on the work of the existing equality commissions [covering race, gender and disability] and provide institutional support for the 'new' equality strands - i.e. sexual orientation, religion or belief, age plus human rights - for the first time.

The CEHR will have a statutory duty to encourage good practice in relation to equality and diversity as well as enjoying a suite of other promotional and enforcement powers. It is essential, therefore that, in addition to complying with the OCPA Code, the recruitment process is seen to attract suitable candidates from all the different equality and diversity communities that will be served by the CEHR.

To ensure that the CEHR will be operational by October 2007 the new board will have to be recruited by the end of 2006. The process for appointing a board of 15 Commissioners plus the Chief Executive will be a challenging one not least because of the very high profile of the new body.

Appointments and Reappointments made during 2005

Body /Name of Appointee	Position	Period of current Appointment	Remuneration {£ PA}	Time Input
Advantage West Midlands				
Nick Paul	Chairman	14/12/2005 - 13/12/2008	76,875	Part time
Richard Hyde	Member	14/12/2005 - 13/12/2008	8,153	Part time
Advisory Conciliation and Arbitration Service				
Anthony Dubbins	Member	01/05/2005 - 30/04/2008	1545.00	Part time
Rita Donaghy	Chairman	09/10/2005 - 08/10/2006	64,974.00	Part time
Sarah Veale	Member	01/05/2005 - 30/04/2008	1545.00	Part time
Simon Auerbach	Member	01/05/2005 - 30/04/2008	1545.00	Part time
Susan Jenkins	Member	01/05/2005 - 30/04/2008	1545.00	Part time
Agriculture & Environment Biotechnology Commission				
Anna Bradley	Member	31/01/2005 - 30/04/2005	4,800	Part time
David Carmichael	Member	31/01/2005 - 30/04/2005	4,800	Part time
Ed Dart	Member	31/01/2005 - 30/04/2005	4,800	Part time
Jeff Maxwell	Member	31/01/2005 - 30/04/2005	4,800	Part time
John Gilliland	Member	31/01/2005 - 30/04/2005	4,800	Part time
Justine Thornton	Member	31/01/2005 - 30/04/2005	4,800	Part time
Rosie Hails	Member	31/01/2005 - 30/04/2005	4,800	Part time
Arts and Humanities Research Council				
April McMahon	Member	11/03/2005 - 31/08/2007	6,280	Part time
Bahram Bekhradnia	Member	11/03/2005 - 31/08/2007	6,280	Part time
Brian Follett	Chairman	11/03/2005 - 30/09/2007	15,100	Part time
Felicity Goodey	Member	11/03/2005 - 31/08/2006	6,280	Part time
Felicity Riddy	Member	11/03/2005 - 31/08/2007	8,370	Part time
Graeme Barker	Member	11/03/2005 - 31/08/2006	6,280	Part time
Ivon Asquith	Member	11/03/2005 - 31/08/2007	6,280	Part time
John Caughie	Member	11/03/2005 - 31/08/2007	8,370	Part time
Lisa Jardine	Member	11/03/2005 - 31/08/2006	6,280	Part time
Martin White	Member	11/03/2005 - 31/08/2007	6,280	Part time
Michael Worton	Member	11/03/2005 - 31/08/2006	8,370	Part time
Neil MacGregor	Member	16/03/2005 - 31/08/2006	6,280	Part time
Nicholas Kenyon	Member	11/03/2005 - 31/08/2007	6,280	Part time
Philip F Esler	Chief Executive	01/09/2005 - 31/08/2009	86,777	Full time
Rachel Cooper	Member	11/03/2005 - 31/08/2007	6,280	Part time
Biotechnology and Biological Sciences Research Council				
Alistair Penman	Member	01/04/2005 - 31/03/2008	6,280	Part time
Cheryll Tickle	Member	01/04/2005 - 31/03/2007	6,280	Part time
Malcolm Peter Weir	Member	01/04/2005 - 31/03/2008	6,280	Part time

Nancy Rothwell	Member	01/04/2005 - 31/03/2008	6,280	Part time
Quintin A McKellar	Member	01/04/2005 - 31/03/2008	6,280	Part time
Robert Freedman	Member	01/04/2005 - 31/03/2008	6,280	Part time
British Nuclear Fuels plc				
Michael Pavia	Non-executive director	01/04/2005 - 31/03/2008	25,000	Part time
James Currie	Non-executive director	31/03/2005 - 31/10/2005	25,000	Part time
Joseph Darby	Non-executive director	01/04/2005 - 31/03/2008	25,000	Part time
Business and Innovation Groups Board				
Andrew Cates	Member	30/03/2005 – 29/03/2007	4,800	Part time
Eric Peacock	Member	30/03/2005 – 29/03/2007	4,800	Part time
Central Arbitration Committee				
Arthur Lodge	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Bronwyn Mckenna	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Bryan Taker	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Christopher Ball	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Christopher Chapman	Deputy(Chairman)	01/08/2005 - 31/07/2008	425 per day	Part time
David Coates	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Dennis Scard	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Gail Cartmail	Member	01/08/2005 - 31/07/2008	240 per day	Part time
George Getlevog	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Gerald Veart	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Jill Nealon	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Judith McKnight	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Len Aspell	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Lesley Mercer	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Lynette Harris	Deputy(Chairman)	01/08/2005 - 31/07/2008	425 per day	Part time
Malcolm Wing	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Michael Leahy	Member	01/08/2005 - 31/08/2008	240 per day	Part time
Michael Regan	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Michael Shephard	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Patricia Woods	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Paul Talbot	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Paul Wyatt	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Peter Martin	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Robert Hill	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Robert Purkiss	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Roderick Hastie	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Roger Lyons	Member	01/08/2005 - 31/07/2008	240 per day	Part time
Roger Roberts	Member	01/08/2005 - 31/08/2008	240 per day	Part time
William Lockie	Member	01/02/2005 - 31/07/2008	240 per day	Part time

Civil Nuclear Police Authority

Elizabeth Neville	Member	23/03/2005 - 31/03/2008	17,500	Part time
John McNeill	Member	23/03/2005 - 22/03/2010	10,000	Part time
Melvyn Smith	Chairman	23/03/2005 - 31/03/2009	25,000	Part time

Coal Authority

Barrie Jones	Member	01/04/2005 - 30/09/2009	10,722	Part time
John Hawksley	Member	01/04/2005 - 30/09/2008	10,722	Part time

Competition Commission

Alan Gregory	Member	10/09/2005 - 09/09/2009	23,400	Part time
Alan Hamlin	Member	10/09/2005 - 09/09/2009	23,400	Part time
Alexander Johnston	Member	01/04/2005 - 31/03/2013	23,400	Part time
Anthony Stern	Member	01/04/2005 - 31/03/2013	23,400	Part time
Barbara Donoghue	Member	01/04/2005 - 31/03/2013	23,400	Part time
Barbara Mills	Member	10/09/2005 - 09/09/2009	23,400	Part time
Carolan Dobson	Member	01/04/2005 - 31/03/2013	23,400	Part time
Catherine Waddams	Member	10/09/2005 - 09/09/2009	23,400	Part time
Charles Henderson	Member	04/01/2005 - 30/06/2006	23,400	Part time
Christopher Darke	Member	01/02/2005 - 31/07/2005	11,700	Part time
Christopher Goodall	Member	10/09/2005 - 09/09/2009	23,400	Part time
Christopher Smallwood	Member	10/09/2005 - 09/09/2009	23,400	Part time
David Newkirk	Member	01/04/2005 - 30/09/2005	23,400	Part time
Diane Coyle	Member	10/09/2005 - 09/09/2009	23,400	Part time
Fiona Woolf	Member	01/04/2005 - 31/03/2013	23,400	Part time
Ian Jones	Member	01/04/2005 - 31/03/2013	23,400	Part time
Ivar Grey	Member	01/04/2005 - 31/03/2013	23,400	Part time
Jayne Almond	Member	01/04/2005 - 31/03/2013	23,400	Part time
Jeremy Peat	Member	01/04/2005 - 31/03/2013	23,400	Part time
Jill Hill	Member	01/04/2005 - 31/03/2013	23,400	Part time
John Collings	Member	10/09/2005 - 09/09/2009	23,400	Part time
John Cubbin	Member	01/09/2005 - 31/08/2013	23,400	Part time
John Smith	Member	01/04/2005 - 31/03/2013	23,400	Part time
Jonathan Haskel	Member	10/09/2005 - 09/09/2009	23,400	Part time
Jonathan Whiticar	Member	01/04/2005 - 31/03/2013	23,400	Part time
Laura Carstensen	Member	01/04/2005 - 31/03/2013	23,400	Part time
Laurence Elks	Member	10/09/2005 - 09/09/2009	23,400	Part time
Mahendra Raj	Member	01/04/2005 - 31/03/2013	23,400	Part time
Michael Waterson	Member	01/04/2005 - 31/03/2013	23,400	Part time
Peter Jones	Member	01/04/2005 - 31/03/2013	23,400	Part time
Peter Moizer	Member	10/09/2005 - 09/09/2009	23,400	Part time
Peter Stoddart	Member	10/09/2005 - 09/09/2009	23,400	Part time
Pulyur Sudarsanam	Member	01/04/2005 - 31/03/2013	23,400	Part time
Richard Farrant	Member	01/04/2005 - 31/03/2013	23,400	Part time

Richard Holroyd	Member	10/09/2005 - 09/09/2009	23,400	Part time
Richard Rawlinson	Member	04/01/2005 - 31/08/2005	23,400	Part time
Richard Taylor	Member	01/04/2005 - 31/03/2013	23,400	Part time
Rob Murray	Member	01/04/2005 - 31/03/2013	23,400	Part time
Roger Davis	Member	01/04/2005 - 31/03/2013	23,400	Part time
Sarah Brown	Member	31/03/2005 - 30/06/2006	23,400	Part time
Stephen Walzer	Member	10/09/2005 - 09/09/2009	23,400	Part time
Stephen Wilks	Member	10/09/2005 - 09/10/2009	23,400	Part time
Consumer Council for Postal Services				
Charles Winstanley	Member	02/12/2005 - 30/11/2008	26,790	Part time
Clara Arokiasamy	Member	21/04/2005 - 23/06/2006	6,300	Part time
David Bland	Member	01/11/2005 - 31/10/2008	32,675	Part time
Urmilla Banerjee	Chairman	01/12/2005 - 30/11/2008	46,000	Part time
Council for the Central Laboratory of the Research Council				
David Harold Saxon	Member	01/04/2005 - 31/03/2008	6,280	Part time
Derek Chadwick	Member	01/04/2005 - 31/03/2008	6,280	Part time
Graeme Davies	Chairman	01/10/2005 - 31/12/2006	15,100	Part time
John Wood	Chief Executive	01/04/2005 - 31/03/2008	102,459	Full time
Keith Burnett	Member	01/04/2005 - 31/03/2008	6,280	Part time
Philip Duncan Greenish	Member	01/04/2005 - 31/03/2008	6,280	Part time
P L Marshall Davies	Member	01/08/2005 - 31/03/2008	6,280	Part time
Design Council				
Bonnie Dean	Member	01/01/2005 - 31/12/2007	0	Part time
Chris Wise	Member	01/01/2005 - 31/12/2006	0	Part time
Geoff Kirk	Member	01/01/2005 - 31/12/2007	0	Part time
Hamish Bryce	Member	01/01/2005 - 31/12/2005	0	Part time
John Hazelwood	Member	01/01/2005 - 31/12/2005	0	Part time
John Hollar	Member	01/01/2005 - 31/12/2006	0	Part time
Paul Priestman	Member	01/01/2005 - 31/12/2006	0	Part time
Penny Egan	Member	01/01/2005 - 31/12/2005	0	Part time
Richard Williams	Member	01/01/2005 - 31/12/2007	0	Part time
Stuart MacDonald	Member	01/01/2005 - 31/12/2006	0	Part time
DTI Audit Committee				
Barry Rourke	Member	30/03/2005 - 29/03/2007	4,800	Part time
East Midlands Development Agency				
Neville Jackson	Member	14/12/2005 - 13/12/2008	8,153	Part time
Parvin Ali	Member	14/12/2005 - 13/12/2008	8,153	Part time
Ross Willmott	Member	14/12/2005 - 13/12/2008	8,153	Part time
Stan Crawford	Member	14/12/2005 - 13/12/2008	8,153	Part time

East of England Development Agency

Bryony Rudkin	Member	14/12/2005 - 13/12/2008	8,153	Part time
George Kieffer	Deputy(Chairman)	14/12/2005 - 13/12/2008	16,305	Part time
Stephen Castle	Member	14/12/2005 - 13/12/2008	8,153	Part time

Economic & Social Research Council

Carol Propper	Member	01/08/2005 - 31/07/2008	6,280	Part time
Charles Adrian Jeffery	Member	01/08/2005 - 31/07/2008	6,280	Part time
Fiona Devine	Member	01/08/2005 - 31/07/2007	6,280	Part time

Engineering & Physical Science Research Council

Colin Robert Harrison	Member	01/04/2005 - 31/03/2008	6,280	Part time
Joanna Kennedy	Member	01/04/2005 - 31/03/2006	6,280	Part time
John Archer	Member	01/04/2005 - 30/09/2006	6,280	Part time
John O'Reilly	Chief Executive	01/10/2005 - 30/09/2008	119,318	Full time
Susan (Sue) Elizabeth Ion	Member	01/04/2005 - 31/03/2009	6,280	Part time
William Arnot Bill Wakeham	Member	01/04/2005 - 31/03/2009	6,280	Part time

Equal Opportunities Commission

Catherine Brown	Member	01/04/2005 - 31/03/2008	1,920	Part time
Deborah Mattinson	Member	25/02/2005 - 24/02/2008	1,920	Part time
Evelyn Asante-Mensah	Member	01/04/2005 - 31/03/2008	1,920	Part time
Frances Hasler	Member	01/04/2005 - 31/03/2008	1,920	Part time
Jenny Watson	Chairman	10/11/2005 - 30/10/2008	96,600	Part time
Julie Mellor	Chairman	01/02/2005 - 13/07/2005	131,250	Part time
Kay Carberry	Member	04/05/2005 - 04/05/2007	1,920	Part time
Mohammed Aziz	Member	04/05/2005 - 03/05/2008	1,920	Part time
Neil Wooding	Member	01/06/2005 - 31/05/2008	1,920	Part time

Ethnic Minority Business Forum

Adeeba Malik	Chairman	02/07/2005 - 01/07/2007	4,800	Part time
Afzal Akram	Member	01/04/2005 - 31/03/2007	4,800	Part time
Askar Sheibani	Member	02/07/2005 - 01/04/2006	4,800	Part time
Brian Wong	Member	01/04/2005 - 31/03/2007	4,800	Part time
Claudine Reid	Member	01/04/2005 - 31/03/2007	4,800	Part time
Leslie Fairclough	Member	02/07/2005 - 01/04/2006	4,800	Part time
Mei Sim Lai	Member	02/07/2005 - 01/04/2006	4,800	Part time
Mohamed Isap	Member	02/07/2005 - 01/04/2006	4,800	Part time
Monder Ram	Member	03/07/2005 - 02/04/2006	4,800	Part time
Nasir Ilyas	Member	01/04/2005 - 31/03/2007	4,800	Part time
Numan Azmi	Member	02/07/2005 - 01/04/2006	4,800	Part time
Sandra Croasdale	Member	01/04/2005 - 31/03/2007	4,800	Part time
Syed Haider Imam	Member	02/07/2005 - 01/04/2006	4,800	Part time

Executive Board

Brian Woods-Scawen	Member	30/03/2005 - 29/03/2007	9,600	Part time
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Fuel Poverty Advisory Group

Peter Lehmann	Chairman	02/01/2005 - 31/03/2006	0	Part time
Gas and Electricity Markets Authority				
Judith Hanratty	Non-executive director	01/01/2005 - 31/12/2007	20,000	Part time
Len Waverman	Non-executive director	16/05/2005 - 16/05/2007	20,000	Part time
Gas & Electricity Consumer Council				
Andrew Horsler	Member	01/04/2005 - 31/03/2008	8,000	Part time
Brian Saunders	Member	01/04/2005 - 31/03/2009	8,000	Part time
Charles Coulthard	Member	01/04/2005 - 31/03/2009	11,250	Part time
John Howard	Member	01/04/2005 - 31/03/2009	8,000	Part time
Julian Salisbury	Member	01/04/2005 - 31/03/2009	11,250	Part time
Krishna Sarda	Member	01/09/2005 - 31/03/2009	8,000	Part time
Sharon Darcy	Member	01/04/2005 - 31/03/2008	8,000	Part time
Timothy Cole	Member	01/04/2005 - 31/03/2008	8,000	Part time
Hearing Aid Council				
Deepak Prasher	Member	01/01/2005 - 31/12/2007	1,375	Part time
Norma Brook	Member	01/01/2005 - 31/12/2007	4,725	Part time
Industrial Development Advisory Board				
Peter Allen	Member	01/07/2005 - 30/06/2008	0	Part time
Investment Committee				
Rosamund Blomfield-Smith	Member	30/03/2005 - 29/03/2007	4,800	Part time
Sandy (Alastair) Muirhead	Member	30/03/2005 - 29/03/2007	4,800	Part time
London & South East Regional Industrial Development Board				
Helen Sasson	Member	01/01/2005 - 31/12/2007	0	Part time
Peter Edwin Croucher	Member	01/01/2005 - 31/12/2007	0	Part time
Thomas William Cohen	Member	01/01/2005 - 31/12/2007	0	Part time
Low Pay Commission/National Minimum Wage				
Adair Turner	Chairman	01/06/2005 - 31/05/2006	493 per day	Part time
Angela Risley	Member	01/06/2005 - 31/05/2008	219 per day	Part time
Heather Wakefield	Member	01/07/2005 - 30/06/2008	219 per day	Part time
Measurement Advisory Committee				
Alan Johnson	Member	01/04/2005 - 31/03/2008	0	Part time
Isobel Pollock	Member	01/04/2005 - 31/03/2008	0	Part time
John Latham	Member	01/04/2005 - 31/03/2008	0	Part time
Ken Grattan	Member	01/04/2005 - 31/03/2008	0	Part time
Les Barclay	Chairman	01/04/2005 - 31/03/2008	0	Part time
Les Ebdon	Member	01/07/2005 - 30/06/2008	0	Part time
Matthew Reed	Member	01/04/2005 - 31/03/2008	0	Part time
Peter Cowley	Member	01/04/2005 - 31/03/2008	0	Part time
Roger Jones	Member	01/04/2005 - 31/03/2008	0	Part time

Steve Lower	Member	01/04/2005 - 31/03/2008	0	Part time
Steven Bowns	Member	01/04/2005 - 31/03/2008	0	Part time
Terry Wilkins	Member	01/04/2005 - 31/03/2008	0	Part time
Medical Research Council				
Harry Burns	Member	01/09/2005 - 31/08/2009	0	Part time
Henrietta Campbell	Member	01/09/2005 - 31/08/2008	0	Part time
John Savill	Member	01/08/2005 - 31/03/2007	8,370	Part time
Kay Davies	Member	01/08/2005 - 31/03/2008	6,280	Part time
Lefkos T Middleton	Member	01/08/2005 - 31/03/2009	6,280	Part time
Michael James Brooks	Member	01/04/2005 - 31/03/2009	6,280	Part time
Natural Environment Research Council				
Alan John Thorpe	Chief Executive	01/04/2005 - 31/03/2009	94,618	Full Time
Alastair H Fitter	Member	01/08/2005 - 31/07/2008	6,280	Part time
Edwin Jenner	Member	01/04/2005 - 31/07/2008	6,280	Part time
Huw Cathan Davies	Member	01/08/2005 - 31/07/2008	6,280	Part time
Karen Morgan	Member	01/08/2005 - 31/07/2008	6,280	Part time
Trevor Davies	Member	01/08/2005 - 31/07/2008	6,280	Part time
North East Industrial Development Board				
David Peter Armstrong	Member	01/07/2005 - 30/08/2008	0	Part time
William David Naylor	Member	01/07/2005 - 30/08/2008	0	Part time
North West Development Agency				
Bryan Gray	Chairman	01/04/2005 - 13/12/2008	76,875	Part time
Marie Rimmer	Member	14/12/2005 - 13/12/2008	8,153	Part time
Maureen Williams	Member	14/12/2005 - 13/12/2008	8,153	Part time
North West Industrial Development Board				
Cridland Robin	Member	01/01/2005 - 31/12/2007	0	Part time
Richard Galloway	Member	01/01/2005 - 31/12/2007	0	Part time
OFCOM				
Richard Hooper	Deputy Chair	30/09/2005 – 30/12/2005	80,176	Part time
Stephanie Liston	Member	01/09/2005 – 31/08/2008	40,206	Part time
Office of Fair Trading Board				
John Fingleton	Chief Executive	01/10/2005 - 30/09/2009	250,000	Full time
Philip Collins	Chairman	01/10/2005 - 30/09/2009	160,000	Part time
One North East				
Christine Smith	Deputy(Chairman)	14/12/2005 - 13/12/2008	16,305	Part time
Ian Brown	Member	14/12/2005 - 13/12/2008	8,153	Part time
John Shipley	Member	14/12/2005 - 13/12/2008	8,153	Part time
Kevin Rowan	Member	14/12/2005 - 13/12/2007	8,153	Part time
Particle Physics and Astronomy Research Council				

Colin Paynter	Member	01/04/2005 - 31/03/2009	6,280	Part time
James Hough	Member	01/04/2005 - 31/03/2009	6,280	Part time
John Charles Zarnecki	Member	01/04/2005 - 31/03/2009	6,280	Part time
John Christopher Inkson	Member	01/07/2005 - 30/06/2007	6,280	Part time
Keith Mason	Chief Executive	01/08/2005 - 31/07/2009	94,618	Full time
Keith Mason	Member	01/04/2005 - 31/07/2005	6,120	Part time
Peter Warry	Chairman	01/11/2005 - 31/10/2007	15,100	Part time
Trevor Cross	Member	01/04/2005 - 31/03/2009	6,280	Part time
Performance Monitoring Committee				
Barbara Thomas	Member	30/03/2005 - 29/03/2007	4,800	Part time
Janet Soo-Chung	Member	30/03/2005 - 29/03/2007	4,800	Part time
Mike Jeans	Member	30/03/2005 - 29/03/2007	4,800	Part time
Persons Hearing Consumer Credit Licensing Appeals				
Ralph Wynne-Griffiths	Chairman	28/11/2005 - 15/10/2006	5,000	Part time
Persons Hearing Estate Agents Appeals				
Ralph Wynne-Griffiths	Chairman	28/11/2005 - 15/10/2006	5,000	Part time
Postal Services Commission				
Robin Aaronson	Member	31/05/2005 - 30/11/2006	15,721	Part time
Wanda Goldwag	Member	11/04/2005 - 10/04/2008	20,000	Part time
Renewables Advisory Board				
Alan Moore	Member	04/11/2005 - 03/11/2007	0	Part time
Brian Smith	Member	04/11/2005 - 03/11/2006	0	Part time
Chris Morris	Member	04/11/2005 - 03/11/2007	0	Part time
David James Williams	Member	04/11/2005 - 03/11/2007	0	Part time
David Still	Member	04/11/2005 - 03/11/2007	0	Part time
Jeremy Leggett	Member	04/11/2005 - 03/11/2006	0	Part time
Ray Noble	Member	04/11/2005 - 03/11/2006	0	Part time
Robert Hastings	Member	04/11/2005 - 03/11/2008	0	Part time
Simon Roberts	Member	04/11/2005 - 03/11/2008	0	Part time
Tariq Ali	Member	04/11/2005 - 03/11/2008	0	Part time
Resources Committee				
Claire Ighodaro	Member	30/03/2005 - 29/03/2007	9,600	Part time
David Weymouth	Member	30/03/2005 - 29/03/2007	9,600	Part time
Jean Irvine	Member	30/03/2005 - 29/03/2007	9,600	Part time
Small Business Council				
Julie Kenny	Chairman	01/07/2005 - 30/06/2007	0	Part time
Small Business Investment Task Force				
Mike Young	Member	01/10/2005 - 30/09/2006	4,800	Part time
Peter Ibbetson	Member	01/10/2005 - 30/09/2006	4,800	Part time
Ray Perman	Chairman	23/05/2005 - 22/05/2008	4,800	Part time

Sarabjeet Soar	Member	01/10/2005 - 30/09/2006	4,800	Part time
Steven Walker	Member	01/10/2005 - 30/09/2006	4,800	Part time
South East England Development Agency				
James Brathwaite	Chairman	14/12/2005 - 13/12/2008	76,875	Part time
John Peel	Member	14/12/2005 - 13/12/2008	8,153	Part time
Keith House	Member	14/12/2005 - 13/12/2008	8,153	Part time
Poul Christensen	Member	14/12/2005 - 13/12/2008	8,153	Part time
Sarah Hohler	Member	14/12/2005 - 13/12/2006	8,153	Part time
Terry Mills	Member	14/12/2005 - 13/12/2007	8,153	Part time
South West Industrial Development Board				
Anne Elizabeth Blunn	Member	01/01/2005 - 31/12/2007	0	Part time
Ian Robert Douglas	Member	01/01/2005 - 31/12/2007	0	Part time
James Andrew William Barnard	Member	01/01/2005 - 31/12/2007	0	Part time
Kenneth Burrows	Member	01/01/2005 - 31/12/2007	0	Part time
Robin Ashley Sutton	Member	01/01/2005 - 31/12/2007	0	Part time
Terence Alan Slater	Chairman	01/01/2005 - 31/12/2007	0	Part time
South West of England Regional Development Agency				
Eric Thomas	Member	14/12/2005 - 13/12/2008	8,153	Part time
Henry Studholme	Member	14/12/2005 - 13/12/2008	8,153	Part time
Jonathan Porritt	Member	14/12/2005 - 13/12/2008	8,153	Part time
Judith Reynolds	Member	14/12/2005 - 13/12/2008	8,153	Part time
Juliet Williams	Chairman	14/12/2005 - 13/12/2008	76,875	Part time
Kelvyn Derrick	Member	14/12/2005 - 13/12/2008	8,153	Part time
Nigel Costley	Member	14/12/2005 - 13/12/2008	8,153	Part time
Strategy Board				
John Hood	Member	30/03/2005 - 29/03/2007	4,800	Part time
Martin Read	Member	30/03/2005 - 29/03/2007	4,800	Part time
Paul Gates	Member	30/03/2005 - 29/03/2007	4,800	Part time
Rana Talwar	Member	30/03/2005 - 29/03/2007	4,800	Part time
UK Chemical Weapons Convention National Authority Advisory Committee				
Tony Bastock	Chairman	18/05/2005 - 17/05/2009	0	Part time
Union Modernisation Fund				
Adrian Askew	Member	01/09/2005 - 31/08/2008	200per day	Part time
Bill Connor	Chairman	01/09/2005 - 31/08/2008	250 per day	Part time
Danny Carrigan	Member	01/09/2005 - 31/08/2008	200per day	Part time
David Metclaf	Member	01/09/2005 - 31/07/2008	200per day	Part time
Jeannie Drake	Member	01/09/2005 - 31/08/2008	200per day	Part time
Judith Hackitt	Member	01/09/2005 - 31/08/2008	200per day	Part time
William Brown	Member	01/09/2005 - 31/08/2008	200per day	Part time
United Kingdom Atomic Energy Authority				

Alan Moffat Young	Non-executive director	01/04/2005 - 31/03/2006	15,000	Part time
John Kennedy	Non-executive director	01/06/2005 - 31/05/2008	25,000	Part time
John Macpherson	Non-executive director	30/04/2005 - 31/10/2005	15,000	Part time
Ken Vowles	Non-executive director	30/04/2005 - 30/10/2008	25,000	Part time
Mark Slaughter	Non-executive director	04/04/2005 - 03/04/2008	25,000	Part time
West Midlands Industrial Development Board				
Christine Braddock	Member	01/01/2005 - 31/12/2007	0	Part time
Danian Sarah Saveker	Member	01/01/2005 - 31/12/2007	0	Part time
Paul Leonard Stoneman	Member	01/01/2005 - 31/12/2007	0	Part time
Womens National Commission				
Ann Hope	Member	24/01/2005 - 23/01/2007	0	Part time
Barbara Erwin	Member	25/01/2005 - 24/01/2007	0	Part time
Bell Ranjana	Member	24/01/2005 - 23/01/2007	0	Part time
Brenda King	Member	24/01/2005 - 23/01/2007	0	Part time
Farkhanda Chaudhry	Member	24/01/2005 - 23/01/2007	0	Part time
Liz Kelly	Member	24/01/2005 - 23/01/2007	0	Part time
Mandana Hendessi	Member	24/01/2005 - 23/01/2007	0	Part time
Margaret Prosser	Chairman	01/12/2005 - 30/11/2008	10,000	Part time
Pemberton Carrie	Member	24/01/2005 - 23/01/2007	0	Part time
Yorkshire Forward				
John Napier	Member	14/12/2005 - 13/12/2008	8,153	Part time
Julie Kenny	Member	14/12/2005 - 13/12/2008	8,153	Part time
Kathryn Pinnock	Member	14/12/2005 - 13/12/2008	8,153	Part time
Yorkshire/Humberside & East Midlands, Industrial Development Board				
Christopher Fitzpatrick	Member	01/01/2005 - 31/12/2007	0	Part time
Martin Pick	Member	01/01/2005 - 31/12/2007	0	Part time
Michael Alan Sharp	Member	01/01/2005 - 31/12/2007	0	Part time
William Newcomb	Member	01/01/2005 - 31/12/2007	0	Part time
Zulfiqar Hussain	Chairman	01/01/2005 - 31/12/2007	0	Part time