

Representation

Independent Panel Chair Appointment Process

Consultation close out date: 21 March 2014

Respond to: enquiries@gasgovernance.co.uk

Organisation: British Gas Trading Limited

Representative: Graham Jack

Date of Representation: 21 03 2014

Q1: Do you consider that a Selection Adviser should be used to identify the candidates to be the Panel Chair?

A: Subject to the cost being reasonable, the use of a good Selection Adviser should help identify suitable candidates. However, it might also be useful to openly advertise the post in suitable publications to promote wider interest in the role.

Q2: Do you have any views on what should be considered as a normal tenure of the Panel Chair?

A: We believe a 2 year tenure should be offered with the option of re-appointment after 18 months. Re-appointment should be subject to Panel and Ofgem approval.

Q3: Do you consider that a Panel Subcommittee should be formed to oversee the appointment of the Panel Chair?

A: Yes, this would help to ensure that Users as well as Transporters are actively involved in the selection process. In the event that the Subcommittee cannot unanimously agree on an issue then the issue should be referred to the full Panel for determination.

Q4: Do you have any views on the make-up of the Panel Subcommittee?

A: There needs to be a fair representation between Transporters and Users. The proposed composition of the Subcommittee in the consultation is weighted towards Transporters since the Joint Office representative would be acting on behalf of Transporters. A better balance would therefore be achieved by the addition of a second User representative. (We are assuming that the Human Resources and Legal representatives would be there in a supporting role only.) It would be advisable to make provision for deputy/ alternate members of the Subcommittee and to establish some Terms of Reference for how it will conduct and progress its business.

Q5: What are your views on the ideal candidate attributes?

Attribute	Pros	Cons
Retired	May be more flexible and readily available.	May not be fully engaged or especially reliable.

Currently Employed	Likely to be properly motivated and au fait with current meeting management practice. Would be motivated to enhance reputation.	May be unable to devote the requisite attention to Panel matters.
Seniority	Should be able to command a high level of respect.	Might have a tendency to dominate proceedings.
Public Sector		May have limited knowledge or relevant (including commercial) experience.
Private Sector	Would be expected to have relevant experience and knowledge.	
Academic	Likely to have a structured approach and give attention to detail.	Could possibly inhibit constructive discussion if pedantic.
Based in UK	Availability.	
Based overseas		May be less flexible/ contactable.
Has relevant technical or commercial experience	Will aid constructive Panel discussions.	Could possibly impose own ideas and try to lead Panel representatives to conclusions.

Q5: Do you consider that the general terms proposed for the Panel Chair appointment are appropriate?

A: These appear sensible to us.

Q6: Do you agree that the enduring Deputy Chair role should be assigned to the JO Chief Executive?

A: Yes.

Q7: Do you have any views on the Responsibilities and Experience requirements for a Panel Chair?

A: Most of what has been suggested looks reasonable.

Under "KEY CHARACTERISTICS AND EXPERIENCE": the first bullet point is too restrictive in saying that the Chair "should not have been employed by..." as this will exclude many possible candidates with good skills and experience. We think that in this respect the first bullet point, as written, therefore conflicts with what is being sought under the third bullet point, i.e. "experience".

Q8: Do you have any views on the indicative timeline?

A: A target date for a 1 December 2014 appointment should be achievable. If the intention is to comprise the Panel Subcommittee from Panel members then consideration needs to be given to the possibility of changes arising from Panel elections for User representatives.

Q9: In light of the indicative costs provided, are you still of the opinion that it is correct to have an Independent Panel Chair?

A: Yes.

Q10: Do you have any additional views you wish the JGAC to consider?

A: Whatever process is agreed upon, it would be helpful to review it from time to time to ensure that it is sufficiently efficient, transparent and cost-effective.