

WILTSHIRE PENSION FUND COMMITTEE  
20 February 2006

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### **WILTSHIRE PENSION FUND ADMITTED BODIES REPRESENTATIVE**

#### **Purpose of the Report**

1. The purpose of this report is to ask members to appoint a new Admitted Body representative on Wiltshire Pension Fund Committee to represent the interests of all Admitted Bodies.

#### **Background**

2. For the past three years, Admitted Bodies have been represented by Mr David Phelps of the Orders of St John Trust. Mr Phelps has now retired from the Committee and I am seeking a replacement.

#### **Considerations for the Committee**

3. Nominations have been sought from the Admitted Bodies within the Scheme. Nominations were restricted to the five Admitted Bodies that make up at least 0.5% of the Fund (i.e. the three Housing Associations in Wiltshire, CIPFA, and The Orders of St John Care Trust).
4. I have received 3 nominations as follows:
  - Barry Hughes – Finance Director, West Wiltshire Housing Society (nominated by Henriette van Deth - Chief Executive, West Wiltshire Housing Society)
  - Tim Jackson – Finance Director, Westlea Housing Association (nominated by John Brace - Group Finance Director, Aster Group)
  - Simon Taylor – Head of Finance, The Orders of St John Care Trust (nominated by Nigel Reed - Chief Executive, The Orders of St John Care Trust)

5. I have attached copies of the nominees' CV's and reasons for nomination.

#### **Environmental Impact of the Proposal**

6. None

#### **Risk Assessment**

7. It is important that the spectrum of employers within the Fund is represented, to ensure that the Fund is managed in the best interests of all participants.

#### **Reasons for Proposals**

8. A replacement Admitted Bodies representative is needed to replace Mr David Phelps who has retired.

## **Proposals**

9. The committee is asked to appoint an Admitted Bodies representative.

MIKE PRINCE  
County Treasurer

Report Author: Catherine Lee

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Unpublished documents relied upon in the production of this report: NONE

58/2006/WPFC/DB

**WILTSHIRE PENSION FUND ADMITTED BODIES REPRESENTATIVE  
CVs & REASONS FOR NOMINATION**

**BARRY HUGHES (Finance Director - West Wiltshire Housing Society)**  
***Nominated by Henriette van Deth (W.W Housing Society Chief Executive)***

**CV**

Name: Barry Hughes MA (Cantab) FCMA

**Academic Qualifications**

MA (Mathematics), Cambridge University, 2<sup>nd</sup> Class  
4 A levels all Grade A  
9 GCSEs

**Career Progression**

Jan 2006 to date – Finance Director - West Wiltshire Housing Society  
June 1999 – Dec 2005 - Various roles at Associated Newspapers  
April 2003 – Dec 2005 - Finance Director, Evening Standard & Metro  
February 2002 – April 2003 - Finance Director, Metro Newspapers  
April 2000 – February 2002 - Financial Controller – Metro Newspapers  
June 1999 – April 2000 - Finance Manager – Metro Newspapers  
August 1995 – June 1999 – Various roles at Emap  
October 1998 – June 1999 - Finance Executive – emap Metro (secondment)  
June 1997 – October 1998 - Assistant Finance Manager – emap Images  
May 1996 – June 1997 - Management Accountant – emap Computing  
August 1995 – May 1996 - Management Accountant – emap Construct  
April 1995 – August 1995 - Finance Manager – Construction Publications  
September 1993 – April 1995 - Management Trainee (Finance) – British Gas

**Experience**

I have rapidly progressed through a number of roles in Emap and Associated Newspapers, both large publishing companies. This culminated in being Finance Director of the Evening Standard and Metro newspapers. I recently married and relocated to the South-West becoming Finance Director of the West Wiltshire Housing Society.

The bulk of my experience is very commercially focussed as I am a fellow of the Chartered Institute of Management Accountants. This includes managing the rapid growth of Metro from being a new launch to a turnover of well in excess of £50m and also achieving cost reductions on the Evening Standard of over 20%.

Although my direct experience of pensions is fairly limited I am able to learn new issues rapidly and would bring a fresh opinion of the relevant issues. Associated Newspapers has retained its Final Salary scheme with some adjustments in the benefits available to new joiners and this has been a high profile issue for the last few years. As my experience is in the private sector I believe I could bring a different viewpoint to debates surrounding the pensions issues.

This is a vitally important area for all businesses and one that I would like to be closely involved in to help ensure that the committee can make the correct decisions for both our employees and the companies that are in the fund.

## **Reasons for Nomination**

As Finance Director from outside the Housing sector Barry has shown himself remarkably adept at getting to grips with the finances of the business, in particular the long term financing of our new build and re-investment programmes. His excellent analytical skills, understanding of the markets and their impact on business in general combined with his experience and financial acumen should make him an ideal candidate to serve on the Pension Fund Committee. He is well able to see the bigger picture and put personal interests aside, which given the current pension issues facing all businesses will be an essential aspect of serving on the Committee.

## **TIM JACKSON (Director of Finance, Westlea Housing Association)**

***Nominated by John Brace (Astor Group Finance Director)***

## **CV**

### **Current Employment**

November 2002 – present  
Executive Director (Finance and Resources)  
Westlea Housing Group

Westlea Housing Group is a registered social landlord covering over 6,000 homes in Wiltshire, Bristol and Swindon.

Current responsibilities include managing:

- The Finance Team
- The IT Team
- The Human Resources and Corporate Services Team.

Westlea has approximately 60 active members of the Wiltshire Pension Scheme.

January 1999 – November 2002 The Housing Corporation  
Assistant Director (Financial Regulation)

The job entailed overseeing the Housing Corporation's financial regulation of Housing Associations including, designing the Corporation's:

- Financial analysis and reporting systems
- Rent Influencing Approach
- Regulation and Intervention Processes.

January 1997 to January 1999 The Housing Corporation  
Assistant Director (Regulation) – London

Responsible for overseeing regulation of 500 Housing Associations in London.

March 1995 – December 1996 Central and Cecil Housing Trust (CCHT)  
Director of Finance

CCHT is a housing association and a specialist provider of sheltered and care accommodation and hostels for homeless women.

September 1992 – March 1995 The Housing Corporation London  
Regional Accountant and then Senior Financial Supervision Officer

September 1990 – September 1992 Solon Wandsworth Housing Association and Tarmac Properties

September 1986 – March 1990 KPMG  
Studied and qualified as a chartered accountant.

### **Voluntary Roles**

- Previously a Board Member of The Alcohol Recovery Project
- Treasurer for Kemble Parents Group Charity
- Currently a governor for Kemble Primary School

### **Reasons for Nomination**

I nominated Tim for the position as he has a wealth of experience within the social housing sector. As Finance Director of Westlea he has in depth knowledge of the requirements of the Association with regard to funding both future and past service pension liabilities and is extremely well placed to advise other associations, like our own, on the current situation and proposed course of actions. Prior to joining Westlea Tim was employed at the Housing Corporation in London, and so has a great deal of experience over the sector as a whole. In all my dealings with him I have found Tim to be a diligent and enthusiastic member of Westlea's Management Team, and I have no doubt that he has a clear grasp of all of the relevant issues pertaining to the pension provision for the housing associations in Wiltshire.

### **SIMON TAYLOR (Finance Director, Orders of St John Care Trust)**

***Nominated by Nigel Reed (Orders of St John Care Trust Chief Executive)***

### **CV**

Simon Taylor Bsc MBA ACA

Simon obtained a Masters Degree in Business Administration from the University of Bradford Management Centre in 1982 and then qualified as a Chartered Accountant in 1986 with the Spicer and Oppenheim, then one of the tenth largest accountancy firms in the UK with offices throughout the country and internationally.

He joined Geest PLC, a food importer and manufacturer, in 1990 and held various positions, including preparation of the published Financial Statements, internal audit and a year in the tax department, before moving to the operational side. The final position held was as Divisional Financial Controller with responsibility for the Sainsbury's division.

In 1998 he joined The Greenery UK, the UK division of the largest Dutch produce exporter, as Financial Director. This role included responsibility for the firm's final pay and money purchase pension schemes. He was a Trustee of the final pay scheme from 1999 and was involved in several presentations to employees after the 2003 valuation revealed a deficit and the need for increased contribution rates. Simon was promoted to Group Financial Director in 2002.

Currently Simon is working as Head of Finance for The Orders of St John Care Trust (OSJCT), a registered charity which runs residential care facilities for the elderly, which he joined in 2004. OSJCT is the 11<sup>th</sup> largest care home operator in the UK and the second largest in the not for profit sector, it runs 76 care homes with approximately 3,200 residents. He has maintained his interest in the area of pensions by being the principal OSJCT contact with the three LGPS schemes (Wiltshire, Oxfordshire and

Gloucestershire), which OSJCT is an admitted body for, and is also closely involved with the other pension schemes that OSJCT operate.

Simon would welcome the opportunity to contribute to and become more closely involved with the Wiltshire LGPS.

### **Reason for Nomination**

We have nominated Simon for the following reasons:

- 1) He is a highly qualified extremely experienced financial manager currently holding the position of Head of Finance within OSJCT
- 2) He has a particular interest in the administration of Pensions Schemes having been a Trustee of the final salary pension scheme at a substantial agricultural producing company
- 3) He would look forward to continuing the good work carried out by David Phelps (recently retired HR Director of OSJCT) particularly as OSJCT is one of the largest admitted body members of the Wiltshire Scheme.