

CONSULTATION TO MAKE AN APPOINTMENT WITHOUT A COMPETITION: THE PENSIONS ADVISORY SERVICE

The Commissioner for Public Appointments has been consulted under paragraph 3.3 of the Governance Code by the Department of Work and Pensions on behalf of their Ministers to make an appointment, exceptionally, without a competition.

The Governance Code requires the appointing authority to consult the Commissioner in good time before the appointment is made and to make the decision public alongside their reasons for doing so.

Appointing authority's reasons for making an appointment without competition

Ann Harris, a Non-Executive Director in The Pensions Advisory Service (TPAS), is currently the acting Chair of TPAS following the resignation in December 2016 of Museji Takolia. Ms Harris's temporary post ends on 31 March 2017. The Minister for Pensions has agreed that she can be appointed to this post in a permanent capacity without holding a competition for the following reasons.

The Government has announced that it will be bringing forward legislation to create a new, single, money guidance body to replace The Pensions Advisory Service (TPAS), Pension Wise and The Money Advice Service (MAS). The exact timescale is not yet clear but it is expected that TPAS will close by June 2019.

This means that it is not in the public interest to recruit for a relatively short appointment of around 2 years, as it would be unlikely to generate much interest.

Ms Harris' experience in the post means that she is fully aware of TPAS issues and works well with DWP and TPAS Board members, and she has already been building links with MAS and HM Treasury.

In particular, she is an experienced leader of change projects and is able to provide the right support for the CEO (who has worked with five chairs) and TPAS over the next 2 years during its wind-down to closure and the creation of the new guidance body.

Appointee

Ms Harris previously worked for 40 years as a Civil Servant, latterly holding senior Civil Service roles in finance and programme management. She was awarded an OBE in 2009, for her services to the Department for Work and Pensions.

Her roles outside of the Department for Work and Pensions, include acting in a Trustee role for the Civil Service Pension programme, management board and operations committee. She is also an Audit committee member for the Gambling Commission and volunteers regularly for her local Citizens Advice Bureau.

Commissioner's response to the Consultation

The Commissioner for Public Appointments is content with the proposal to appoint Ann Harris, exceptionally, without holding a fair and open competition. This is subject to his being consulted again if the wind-up of TPAS slips beyond 31 October 2018.

**On behalf of the Commissioner for Public Appointments
March 2017**