

**CIVIL SERVICE COMMISSION  
CIVIL SERVICE COMMISSIONERS  
REGISTER OF INTERESTS JANUARY 2017**

Apart from relevant interests arising during the course of an appeal under the Civil Service Code, a complaint under the Recruitment Principles or in the course of a recruitment competition (which Commissioners record with the relevant case papers), Civil Service Commissioners are required by their Code of Practice to disclose relevant interests in a publicly accessible Register of Interests.

A relevant interest is any interest – whether direct or indirect, pecuniary or non-pecuniary – which might influence a Commissioner’s judgement or which could be perceived by a reasonable member of the public to influence a Commissioner’s judgement, in the exercise of their duties as a Commissioner. This includes such interests of close family members and of people living in the same household

**Ian Watmore – FIRST CIVIL SERVICE COMMISSIONER**

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| <b>Remunerated Interests</b>             | <ul style="list-style-type: none"> <li>• Civil Service Pension 2012 - ongoing</li> <li>• Non-Executive Director, Information Commissioner’s Office 2012 - 2016</li> </ul>  |
| <b>Unremunerated Interests</b>           | <ul style="list-style-type: none"> <li>• Church of England Commissioner, 2014 – ongoing</li> <li>• Migraine Trust (medical research charity) Trustee/Chair 2007-ongoing</li> <li>• Cambridge University Information Services Committee NED 2013-ongoing</li> <li>• Quantum Sports Non Exec Chair 2014-ongoing</li> <li>• Lecturer on project management to Civil Service cohorts, Cranfield University, 2014-2016</li> <li>• Rugby World Cup Organising Committee (ER2015) NED, 2011-2016</li> </ul> |
| <b>Interests of close family members</b> | <ul style="list-style-type: none"> <li>• Wife: Rector, Tarporley Parish, Church of England</li> <li>• Sons: Employed by Accenture, PriceWaterhouseCoopers, Sunderland AFC</li> </ul>   |
| <b>Registrable shareholdings</b>         | <ul style="list-style-type: none"> <li>• Family investments managed by EFG IFA</li> <li>•</li> </ul>   |
| <b>Party political activity</b>          | <ul style="list-style-type: none"> <li>• None</li> </ul>   |
| <b>Other</b>                             | <ul style="list-style-type: none"> <li>• None</li> </ul>   |

**Kathryn Bishop**

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| <b>Remunerated Interests</b>   | <ul style="list-style-type: none"> <li>• Associate Fellow, Saïd Business School University of Oxford (2004 – present)</li> <li>• Non-Executive Director, Welsh Government (2003-2010)</li> <li>• Non-Executive Director, UK Intellectual Property Office (2000 – 2009)</li> </ul> |
| <b>Unremunerated Interests</b> | <ul style="list-style-type: none"> <li>• Associate Fellow, Green Templeton College, University of Oxford</li> <li>• Chairman of the Board of Trustees, Dean Close School (from 1 July 2014)</li> <li>•</li> </ul>   |
| <b>Interests of close</b>      | <ul style="list-style-type: none"> <li>• Partner: Associate, Mosaic Search and Selection</li> </ul>   |

<b>family members</b>	
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None
<b>Other</b>	• None

### **Jonathan Baume**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Board Member, Health and Safety Executive (April 2013 – current)</li> <li>• Non-Executive Director, Office of Nuclear Regulation (April 2013 – current)</li> <li>• Council Member, ACAS (2011 – 2014)</li> <li>• Chair of Trustees, Oxford House (2012 – current)</li> </ul>
<b>Unremunerated Interests</b>	• None
<b>Interests of close family members</b>	• None
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None

### **Jan Cameron**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Independent HR Consultancy 2015 - present</li> <li>• Director, Norman Broadbent PLC 2006-2015</li> <li>• Head of HR at Homebase Ltd 2001-2004</li> </ul>
<b>Unremunerated Interests</b>	• Trustee of the Sainsbury's Executive Pension Scheme 2008 - 2010
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Partner: Director of a recruitment company and an estate and lettings agency</li> <li>• Entrepreneur in Residence at Brunel University</li> </ul>
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None

### **Isabel Doerty**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Partner in Aries Consulting Europe LLP (2014 to present)</li> <li>• Citigroup pension scheme (2013 to present)</li> <li>• Standard Chartered Bank (2007 to 2011)</li> <li>• HR Consultant to BP (August 2005 to March 2007)</li> </ul>
<b>Unremunerated Interests</b>	• None
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Partner in Aries Consulting Europe LLP (2014 to present)</li> <li>• Governor of Christ's Hospital School (2005 to present)</li> </ul>
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None

### **Andrew Flanagan**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Chair – Scottish Police Authority (from September 2015)</li> <li>• NED NHS Business Services Authority (from April 2014)</li> </ul>
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- NED CIPFA Business Services Ltd (from March 2014)
- NED Criminal Injuries Compensation Authority (from April 2014)
- NED – NHS Commissioning Support Group (2013 – to date)
- Chief Executive – NSPCC (2009-13)
- Chairman – Heritage House Group (2007-2012)
- NED – NESTA (2005-2009)
- NED – PhonePayPlus (2008-9)
- Chairman – Fleming Media (2007-2008)
- Chief Executive – Scottish Media Group (1994-2006)
- Previously worked in various financial positions for:  
Nynex Inc, PA Consulting, ITT, Price Waterhouse and Deloitte Touche

**Unremunerated Interests**

**Interests of close family members**

- None

**Registrable shareholdings**

- None

**Party political activity Other**

- None

**Wanda Goldwag**

**Remunerated Interests**

- Chair and Independent Standards Commissioner of the Senet Group (2015 – present)
- Adviser to Smedvig Venture Capital (2000-present)
- Non-Executive Chair of True North Human Capital Ltd (2008 – present) and of it's subsidiaries
- Queen's Counsel Selection Panel (2016 - )

**Unremunerated Interests**

- None

**Interests of close family members**

- Partner  
Head of Child Protection and early intervention for the London Borough of Redbridge (1999 – present)

**Registrable shareholdings**

- Via Smedvig Venture Capital –My Home Move, Mediamorph, KCT, PPC, Protego, Tusker, Quill, Vive Unique, Trial Reach, Captify, Sweaty Betty
- Held directly: Sainsbury's, Standard Life and IAG

**Party political activity Other**

- None
- None
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**Angela Sarkis**

**Remunerated Interests**

- Independent Charity Management Consultant (2011- current)
- Foster Carer, Harrow Social Services Dept. ( 2011- current)

- Board Member, Youth Justice Board England and Wales ( 2009-2015)
- Chief Executive, Nurture Group Network (2009- 2011)
- Non Executive Director Capacity builders (2008- 2011)
- Access to Nature Independent Grants Panel- Natural England ( 2008-2010)
- Portman Group, Member of Complaints Panel ( 2003-2009)
- National Secretary YMCA England (2006- 2008)
- Independent Management Consultant (2002- 2006)
- Trainer, school curriculum development in Trinidad (2005)
- BBC Governor (2002- 2006)
- DFES Adviser ( 2000-2006)
- Adviser Esme Fairbairn Foundation (2003-2006)
- Member, Coulsfield Inquiry into Alternatives to Prison (2003-2004)
- Member, Correctional Services Board, Home Office (2002-2005)
- Commissioner, House of Lord Appointments Commission (2000- 2008)
- Strategic Consultant for Council of Ethnic Minorities Voluntary Organisations) (Jan 2000 July 2000)
- P/T Secondment Social Exclusion Unit, Cabinet Office (1998-2000)
- Chief Executive Church Urban Fund (1996-2001)
- Director DIVERT Trust and the Intermediate Treatment Fund (1991-1996)
- Victims' Commissioner – Northants Police and Crime Commissioner (1 May 2013 – 30 September 2013)

**Unremunerated Interests**

- Secretary, Forest United Youth Football Club, Harrow League (2011- current)
- Commissioner, the Future of Volunteering Commission (2008-2011)
- Trustee, YouthNet (2004–2006)
- Commissioner Evangelical Alliance- Faith and Nation Enquiry (2002-2005)
- Christian Aid, Project assessor in Haiti and the Dominican Republic (2002)
- Chair NCVO Diversity Project (2001-2004)
- Vice President African and Caribbean Evangelical Alliance (1996- 2009)
- Member Home Office, Active Community Unit Advisory Panel (2001-2004)
- Trustee BBC Children in Need (1995-2002)
- Council Member, Howard League for Penal Reform- Chair of Children in Custody “Missing the Grade” Education Research Project (1998-2002)
- Member, Joseph Rowntree Foundation- Housing Committee (1997-2002)
- Exe' Committee Association of Charitable Foundations (1995-1999)
- Independent Member, Child Secure Accommodation Panel- Waltham Forest SSD (1990-1993)
- Trustee, Tavistock Youth Club (1985-1995)
- Trustee, Learie Constantine Youth Club. NW10 (1981-1990)
- Trustee, Single Homeless, Housing Project (1984-1990)

<b>Interests of close family members</b>	• None
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None
<b>Other</b>	• None

### **Sarah Laessig**

<b>Remunerated Interests</b>	• London Business School (2014 to 2015)
	• Citigroup (1996 to 2012)
<b>Unremunerated Interests</b>	• Commonwealth Scholarship Commission (2012 to present)
	• Association of MBAs (2013 to present)
	• Crecera (2014 to present)
	• PixelPin (2014 to present)
	• The Wharton Club of the United Kingdom (2013 to 2015)
<b>Interests of close family members</b>	• None
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None
<b>Other</b>	• None

### **FORMER CIVIL SERVICE COMMISSIONERS**

The Civil Service Commissioners are required by their Code of Practice to continue to disclose relevant interests in a publicly accessible Register of Interests for one year following the end of their term of office.

The following entries are for Commissioners who completed their term of office in the last twelve months.

### **SIR DAVID NORMINGTON GCB – FIRST CIVIL SERVICE COMMISSIONER**

<b>Remunerated Interests</b>	• Civil Service Pension
<b>Unremunerated Interests</b>	• Trustee, NSPCC (2012-)
	• Council member, University of Warwick (2011-)
<b>Interests of close family members</b>	• None
<b>Registrable shareholdings</b>	• None
<b>Party political activity</b>	• None

### **ADELE BISS**

<b>Remunerated Interests</b>	• Non-Executive Director, Engine Group Limited (2005 - 2010)
	• Non-Executive Director, Eurostar International Limited (1993 - 2010)

<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Chief Executive, AS Biss &amp; Co (1996 - 2007)</li> <li>• Chairman, British Tourist Authority and English Tourist Board (1993 – 1996)</li> <li>• Part-time Director, British Railways Board (1987 – 1992)</li> <li>• Council Member, University College, London (1998 – 2007)</li> <li>• Governor, Middlesex University (1995 – 2007)</li> <li>• Council Member, Girls' Day School Trust (1990 – 1998)</li> </ul>
<b>Interests of close family members</b>	<p>Husband:</p> <ul style="list-style-type: none"> <li>• Governor, London School of Economics</li> </ul> <p>Son:</p> <ul style="list-style-type: none"> <li>• City Journalist, Daily Mail (2010 - )</li> <li>• Freelance travel journalist (2010 - )</li> <li>• Previously Banking Correspondent, City AM</li> </ul>
<b>Registrable shareholdings</b>	<ul style="list-style-type: none"> <li>• Engine Group</li> <li>• Tellermate Limited</li> </ul>
<b>Party political activity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>

## **PETER BLAUSTEN**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Senior Consultant, Senior Directors' Unit, Penna plc (2007 - )</li> <li>• Secondment to Bain Capital and Advent International for its acquisition of WorldPay Transaction Services from Royal Bank of Scotland Group plc (2010)</li> <li>• Independent consulting assignments in healthcare, aerospace, forensics, infrastructure and professional services sectors (2007 – 2010)</li> <li>• BAA plc (2003 – 2007)</li> <li>• Charles Schwab &amp; Co (2000 – 2003)</li> <li>• Group Human Resources Director, Morgan Crucible plc (renamed Morgan Advanced Materials plc from 2013): (1 March 2011 - )</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Council Member, Institute of Employment Studies (2005 -2013)</li> <li>• Research Associate, Ashridge Business School (2008)</li> <li>• Member, CBI Employment Policy Committee (2004 - 2007)</li> <li>• Non-Executive Director, Oakburn Properties plc (2003 - 2004)</li> <li>• Advisor to City University/Cass Business School Remuneration Committee (2012- )</li> </ul>
<b>Interests of close family members</b>	<p>Wife:</p> <ul style="list-style-type: none"> <li>• HR Director of a UK health and social care charity (2004 - )</li> </ul>
<b>Registrable shareholdings</b>	<ul style="list-style-type: none"> <li>• HAYS plc</li> <li>• Smiths Industries plc</li> <li>• Rolls Royce plc</li> <li>• Morgan Advanced Materials plc</li> </ul>
<b>Party political activity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>

## **ELIZA HERMANN**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Non Executive Director, Chelsea &amp; Westminster Hospital NHS Foundation Trust (2014 – ongoing)</li> <li>• Non Executive Director, Brightpoint Inc (2003 - 2012 )</li> <li>• Non Executive Director, NHS Hertfordshire (2010 - 2013)</li> <li>• Non Executive Director, NHS West Hertfordshire (2008 - 2010)</li> </ul>
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	<ul style="list-style-type: none"> <li>• Vice President, BP plc (2001 - 2008)</li> <li>• Manager, BP plc (1999 – 2001)</li> <li>• Manager, and other prior roles, Amoco Corporation (1985 – 1998)</li> <li>• Recruiter, Centennial Personnel (1983 – 1984)</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Commissioner, Marshall Aid Commemoration Commission (2013 – ongoing)</li> <li>• Board Trustee, Campaign to Protect Rural England (2013 – ongoing)</li> <li>• Advisory Board Member, Global Experience Academy at Indiana University (1999 – 2005)</li> </ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Spouse: BP plc (1985 - 2009)</li> </ul>
<b>Registrable shareholdings</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Party political activity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>

## **Dame Moira Gibb**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Local Government pension</li> <li>• Non-Executive UK Statistics Authority</li> <li>• Non-Executive NHS England</li> <li>• Board Member 'Achieving for Children' London Boroughs of Kingston and Richmond (from September 2013)</li> <li>• Chair, Safeguarding Improvement Board, London Borough of Bexley (from September 2012)</li> <li>• Chair, Skills for Care, from November 2014</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Chair Social Work Reform Board (2010 – 2013)</li> <li>• Chair, CityLit (from July 2013)</li> <li>• Council Member, University of Reading (from September 2013)</li> </ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Husband runs IT company which does occasional business with Government Departments</li> </ul>
<b>Registrable shareholdings</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Party political activity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>