

**CIVIL SERVICE COMMISSION  
CIVIL SERVICE COMMISSIONERS  
REGISTER OF INTERESTS November 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>             | • Civil Service Pension, 2012 – ongoing   |
| <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>• Quantum Sports Non-Executive chair 2014 – ongoing</li> <li>• Council Member, Chester Cathedral, September 2017-ongoing</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>         | • Family Investments managed by EFG IFA   |
| <b>Party political activity</b>          | • None  |
| <b>Other</b>                             | • None  |

**Jan Cameron**

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| <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**

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| <b>Remunerated</b> | • Partner in Aries Consulting Europe LLP (2014 to present) |
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<b>Interests</b>	<ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<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>	<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>

## 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> <li>• NED CIPFA Business Services Ltd (March 2014 – Feb 2017)</li> <li>• NED Criminal Injuries Compensation Authority (from April 2014)</li> <li>• NED – NHS Commissioning Support Group (2013 – to date)</li> <li>• Chief Executive – NSPCC (2009-13)</li> <li>• Chairman – Heritage House Group (2007-2012)</li> <li>• NED – NESTA (2005-2009)</li> <li>• NED – PhonePayPlus (2008-9)</li> <li>• Chairman – Fleming Media (2007-2008)</li> <li>• Chief Executive – Scottish Media Group (1994-2006)</li> <li>• Previously worked in various financial positions for: Nynex Inc, PA Consulting, ITT, Price Waterhouse and Deloitte Touche</li> </ul>
<b>Unremunerated Interests</b>	
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• None</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>	

## Rosie Glazebrook

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Board Member, Food Standards Agency</li> <li>• Council Member, General Optical Council</li> <li>• Chair, Research Ethics Committee (Camden and Kings Cross) Health Research Authority</li> </ul>
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## Sarah Laessig

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• London Business School (2014 to present)</li> <li>• Citigroup (1996 to 2012)</li> <li>• Valoot Worldwide Ltd (2017 to present)</li> <li>• Data.world (2016 – present)</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Commonwealth Scholarship Commission (2014 to present)</li> <li>• Association of MBAs (2013 to present)</li> </ul>

	<ul style="list-style-type: none"> <li>• Crecera (2013 to 2017)</li> <li>• PixelPin (2014 to 2016)</li> <li>• The Wharton Club of the United Kingdom (2013 to 2015)</li> <li>• Association of MBAs (2014 to 2016)</li> <li>• None</li> </ul>
<b>Interests of close family members</b>	
<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>

### **Kevin Woods**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• None</li> <li>•</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Trustee, Leuchie House, North Berwick (providing respite care for those with neurological conditions)</li> <li>•</li> </ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• None</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>

## 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>	<ul style="list-style-type: none"><li>• Civil Service Pension</li></ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"><li>• Trustee, NSPCC (2012-)</li><li>• Council member, University of Warwick (2011-)</li></ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"><li>• None</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>

### Angela Sarkis

<b>Remunerated Interests</b>	<ul style="list-style-type: none"><li>• Independent Charity Management Consultant (2011- current)</li><li>• Foster Carer, Harrow Social Services Dept. ( 2011- current)</li><li>• Board Member, Youth Justice Board England and Wales ( 2009-2015)</li><li>• Chief Executive, Nurture Group Network (2009- 2011)</li><li>• Non Executive Director Capacity builders (2008- 2011)</li><li>• Access to Nature Independent Grants Panel- Natural England ( 2008-2010)</li><li>• Portman Group, Member of Complaints Panel ( 2003-2009)</li><li>• National Secretary YMCA England ( 2006- 2008)</li><li>• Independent Management Consultant (2002- 2006)</li><li>• Trainer, school curriculum development in Trinidad (2005)</li><li>• BBC Governor (2002- 2006)</li><li>• DFES Adviser ( 2000-2006)</li><li>• Adviser Esme Fairbairn Foundation (2003-2006)</li><li>• Member, Coulsfield Inquiry into Alternatives to Prison (2003-2004)</li><li>• Member, Correctional Services Board, Home Office (2002-2005)</li><li>• Commissioner, House of Lord Appointments Commission (2000- 2008)</li><li>• Strategic Consultant for Council of Ethnic Minorities Voluntary Organisations) (Jan 2000 July 2000)</li><li>• P/T Secondment Social Exclusion Unit, Cabinet Office (1998-2000)</li><li>• Chief Executive Church Urban Fund (1996-2001)</li><li>• Director DIVERT Trust and the Intermediate Treatment Fund (1991-1996)</li><li>• Victims' Commissioner – Northants Police and Crime Commissioner (1 May 2013 – 30 September 2013)</li></ul>
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<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• Secretary, Forest United Youth Football Club, Harrow League (2011- current)</li> <li>• Commissioner, the Future of Volunteering Commission (2008-2011)</li> <li>• Trustee, YouthNet (2004–2006)</li> <li>• Commissioner Evangelical Alliance- Faith and Nation Enquiry (2002-2005)</li> <li>• Christian Aid, Project assessor in Haiti and the Dominican Republic (2002)</li> <li>• Chair NCVO Diversity Project (2001-2004)</li> <li>• Vice President African and Caribbean Evangelical Alliance (1996- 2009)</li> <li>• Member Home Office, Active Community Unit Advisory Panel (2001-2004)</li> <li>• Trustee BBC Children in Need (1995-2002)</li> <li>• Council Member, Howard League for Penal Reform- Chair of Children in Custody “Missing the Grade” Education Research Project (1998-2002)</li> <li>• Member, Joseph Rowntree Foundation- Housing Committee (1997-2002)</li> <li>• Exe’ Committee Association of Charitable Foundations (1995-1999)</li> </ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Independent Member, Child Secure Accommodation Panel- Waltham Forest SSD (1990-1993)</li> <li>• Trustee, Tavistock Youth Club (1985-1995)</li> <li>• Trustee, Learie Constantine Youth Club. NW10 (1981-1990)</li> <li>• Trustee, Single Homeless, Housing Project (1984-1990)</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>

**Wanda Goldwag**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"> <li>• Chair and Independent Standards Commissioner of the Senet Group (2015 – present)</li> <li>• Adviser to Smedvig Venture Capital (2000-present)</li> <li>• Non-Executive Chair of True North Human Capital Ltd (2008 – present) and of it’s subsidiaries</li> <li>• Queen’s Counsel Selection Panel (2016 - )</li> </ul>
<b>Unremunerated Interests</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"> <li>• Partner Head of Child Protection and early intervention for the London Borough of Redbridge (1999 – present)</li> </ul>
<b>Registrable shareholdings</b>	<ul style="list-style-type: none"> <li>• Via Smedvig Venture Capital –My Home Move, Mediamorph, KCT, PPC, Protego, Tusker, Quill, Vive Unique, Trial Reach, Captify, Sweaty Betty</li> </ul>
<b>Party political activity</b>	<ul style="list-style-type: none"> <li>• Held directly: Sainsbury’s, Standard Life and IAG</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• None</li> <li>• None</li> <li>•</li> </ul>

## **Kathryn Bishop – CIVIL SERVICE COMMISSIONER**

<b>Remunerated Interests</b>	<ul style="list-style-type: none"><li>• Associate Fellow, Said 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 family members</b>	<ul style="list-style-type: none"><li>• Partner: Associate, Mosaic Search and Selection</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>

## **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>	<ul style="list-style-type: none"><li>• None</li></ul>
<b>Interests of close family members</b>	<ul style="list-style-type: none"><li>• None</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>