
STATES OF JERSEY



PUBLIC ACCOUNTS COMMITTEE – APPOINTMENT OF UNELECTED MEMBERS

**Presented to the States on 24th August 2026
by the Public Accounts Committee**

STATES GREFFE

Public Accounts Committee - Appointment of Unelected Members

Introduction

This report provides supporting information to the proposed appointment of unelected members of the Public Accounts Committee (PAC) at the States meeting on 8 September 2026.

[Standing Orders](#) 119, 123-124 and 131-134 cover the PAC's constitution and terms of reference. The current PAC has three States Members (excluding the Chair), and its constitution (in accordance with Standing Order 131) allows for equal numbers of States and non-States members. It is therefore within the Chair's gift to nominate up to three persons.

Standing Order 124 Unelected members of the PAC: appointment process

- (1) The chair of the PAC shall, at least 14 days before the meeting during which the unelected members of the PAC are to be appointed, give notice to the Greffier of the persons he or she intends to nominate for such membership.
- (2) Any other elected member may, at least 2 clear working days before that meeting, give notice to the Greffier of the person or persons he or she intends to nominate for such membership.
- (3) The Greffier shall distribute to members of the States information he or she receives about intended nominations.

In accordance with Standing Order 124(1) the Chair wishes to nominate the following three persons as unelected members of the PAC:

1. Clive Heal

Clive Heal has more than 35 years of international executive experience in procurement, commercial management and organisational transformation, including senior leadership positions with global organisations such as Prudential, GSK, Roche and Genentech. He currently leads an artificial intelligence business and has extensive experience in procurement strategy, supplier governance, commercial negotiations and innovation. Clive brings specialist expertise in procurement, commissioning, value-for-money assessment, digital transformation and technology governance, together with significant experience of leading complex organisational change.

2. Mark Oliver

Mark Oliver is a qualified accountant and senior finance executive with more than 30 years of board-level experience across commercial and charitable organisations. His experience includes service as a Finance Director, Chair of an Audit and Finance Committee and Chair of an Investment Committee. Throughout his career he has been responsible for financial governance, budgeting, performance reporting, risk management and strategic planning, as well as supporting major organisational projects and commercial initiatives. Mark brings considerable expertise in audit, assurance, financial management, governance and value-for-money assessment.

3. Robert Duncombe

Robert Duncombe is a former NHS Chief Pharmacist with more than 20 years of senior leadership experience within major healthcare organisations, including The Royal Marsden NHS Foundation Trust and The Christie NHS Foundation Trust. His responsibilities included oversight of substantial medicines and staffing budgets, governance and risk assurance, workforce leadership and service improvement. Robert has also held national leadership roles within the pharmacy profession and has contributed to the development of policy and best practice across the health sector. He brings significant expertise in public-sector financial stewardship, healthcare governance, workforce leadership, value-for-money decision-making, and complex data systems.

Recruitment Process

The appointment process for the non-elected members of the PAC was conducted through an open and competitive recruitment exercise. An advertisement was published locally on careers.gov.je and promoted through social media and a LinkedIn campaign managed by the States Greffe. The vacancy was also circulated through the Jersey Chamber of Commerce's weekly e-newsletter. In addition, a note to the media was issued highlighting the recruitment campaign, which subsequently received local media coverage.

The advertisement sought experienced professionals with a demonstrable track record in one or more of the following areas:

- Audit, assurance and risk management, including experience of internal audit, external audit, audit committees or risk oversight.
- Financial management and public accountability, including budgeting, financial governance, performance reporting and value-for-money assessment.
- Corporate governance and organisational leadership, with experience of board-level decision-making, accountability frameworks and governance improvement.
- Programme and project delivery, including oversight of major transformation programmes, capital projects or organisational change initiatives.
- Digital and technology governance, including technology strategy, digital transformation, cyber resilience or information governance.
- Health and workforce leadership, including workforce planning, organisational development or leadership within complex health or care organisations.
- Infrastructure, estates or asset management, including resilience planning, capital investment or management of critical public assets.
- Procurement, commercial management and commissioning, including contract management, service commissioning and supplier oversight.
- Human resources and people management, including workforce strategy, employment policies and organisational culture.

The aforementioned skills and experience are aligned with recommendations made in the previous PAC's Legacy Report, as well as the key themes arising from the work and recommendations of the Comptroller and Auditor General (C&AG), including matters raised by the C&AG in relation to critical resilience infrastructure and healthcare expenditure.

The Chair of the PAC was also keen to appoint individuals whose expertise would complement that of elected members and enhance the Committee's overall scrutiny capability. The addition of the proposed non-elected members will bring a broad range of skills, knowledge and experience, strengthening the Committee's ability to discharge its duties and responsibilities under the Public Finances (Jersey) Law and to undertake robust scrutiny throughout its four-year term.

In addition to relevant professional expertise, applicants were required to demonstrate strong analytical and communication skills, together with the ability to work constructively and collaboratively as part of a committee.

The recruitment exercise attracted a strong field of high-calibre applicants. A shortlisting process was undertaken to assess candidates against the published criteria, including their knowledge, experience, skills and motivation for seeking appointment to the Committee. Applicants identified as most closely meeting the requirements of the role were invited to interview. All shortlisted candidates were provided with additional information regarding the role, responsibilities and expectations of non-elected members.

The shortlisting and interview panel comprised Deputy Karen Wilson as Chair of the PAC, the Greffier of the States and the Practice Director of the Law Officers' Department. A scoring matrix was used at both the shortlisting and interview stages to ensure candidates were assessed consistently and objectively. Eight applicants were shortlisted for interview, which took place on 19 and 20 August 2026.

Candidates were advised that non-elected members are not remunerated, and expenses are not ordinarily payable. Candidates were further advised that if successfully appointed, they would become signatories to the Code of Conduct for Lay Members of the Public Accounts Committee upon appointment, a draft copy of which was supplied to them in the information pack. For members' information, the code is appended to the most recent update to the [Scrutiny and Public Accounts Committee Proceedings: Code of Practice](#).

Following the interviews, the panel unanimously agreed to recommend the appointment of the three nominees. In reaching its recommendation, the panel carefully considered the relative merits of all candidates, including their professional and academic backgrounds, and sought to ensure that the collective expertise of the non-elected members would complement and strengthen the knowledge and experience of the elected members serving on the PAC.

Conclusion

The Chair of the PAC asks the States to approve the appointment of the nominees as non-elected members of the PAC.

In accordance with Standing Order 124(2) any alternative nominations for membership of the Public Accounts Committee must have been received by the Greffier of the States no later than 2 clear working days before the meeting, namely no later than 5pm on **Thursday 3 September 2026**. Should alternative nominations be received, the appointments will be determined by secret ballot. Any person wishing to put their name forward should contact the Deputy Greffier, William Millow, before that date.