

# PARLIAMENTARY STANDARDS ACT 2009



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## THE SPEAKER'S COMMITTEE FOR THE INDEPENDENT PARLIAMENTARY STANDARDS AUTHORITY (IPSA)

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### FIRST REPORT 2021

#### Appointment of the Chair of the Independent Parliamentary Standards Authority

*Ordered by the House of Commons  
to be printed 23 June 2021*

## The Speaker's Committee for the Independent Parliamentary Standards Authority

The Speaker's Committee for the IPSA is appointed in accordance with the provisions of the Parliamentary Standards Act 2009 as amended by the Constitutional Reform & Governance Act 2010.

### Membership

[Rt Hon Sir Lindsay Hoyle MP](#), (Speaker of the House of Commons) (Chair)

Peter Blausten (Lay Member)

Ms Cindy Butts (Lay Member)

Mr Shrinivas Honap (Lay Member)

[Chris Bryant MP](#), (Chair of the Committee on Standards)

[Thangam Debbonaire MP](#)

[Marion Fellows MP](#)

[Rt Hon Jacob Rees-Mogg MP](#), (Lord President of the Council and Leader of the House of Commons)

[Rt Hon Sir Desmond Swayne MP](#)

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# Appointment of Chair of IPSA

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1. The Chair of the Independent Parliamentary Standards Authority (IPSA) is appointed by Her Majesty the Queen, following an Address from the House of Commons. The Speaker of the House of Commons is required to select the Chair “on merit on the basis of fair and open competition”, and the Speaker’s Committee for IPSA must approve the candidate selected by the Speaker before the motion for an Address can be made.

2. A vacancy for the Chair of IPSA arose in October 2019 following the resignation of Ruth Evans. A recruitment process for a new Chair was initially launched in the Spring of 2020 but the Committee and Mr Speaker agreed at the longlist stage to pause the process. They wanted to take stock to ensure the process attracted the broadest possible range of capable candidates. The process was subsequently started afresh. This report sets out details of the procedure followed in the new process.

## The Process

3. In February 2021, Mr Speaker appointed the following panel to conduct the initial sifting and interview of candidates:

- Philippa Helme CB (chair);
- Michelle Barnes (independent panel member);
- Cindy Butts, (lay member of the Speaker’s Committee for IPSA); and
- Sir David Crausby (former MP for Bolton North East).

The Panel was asked to provide Mr Speaker with the names of one or more candidates who they believed were appointable to the role. The recruitment consultants Veredus were engaged by IPSA to support the process.

4. The panel reviewed the recruitment pack and advertisement for the role and revised and updated the role description and person specification. The campaign went live on 19 March and closed on 19 April. The post was publicly advertised on the Sunday Times Appointments website, the Veredus website and the Cabinet Office Public Appointments website. Candidates were asked to provide their CV, a statement in support of their application, and a declaration of any political activities.

5. 33 applications were received. The panel met on 26 April to consider a report from the recruitment consultants and agreed to longlist ten candidates for a preliminary interview with the search consultants. The Panel met again on 17 May to consider the outcome of these preliminary interviews and agreed to shortlist six candidates for interview, one of whom subsequently withdrew from the process.

6. Each shortlisted candidate was offered the opportunity to meet the Chief Executive of IPSA and a serving member of the IPSA board to discuss the role of IPSA and its current programme of activity. Two references on each of the shortlisted candidates were obtained ahead of the interviews.

7. The interviews took place on 3 and 7 June. All candidates were questioned on the same areas relevant to the role and all were assessed on how they met the essential criteria for the role. They were also asked to give a five-minute presentation setting out what they saw as the main challenges and opportunities facing IPSA over the next five years and how they, as Chair, would enable IPSA to meet the challenges and capitalise on the opportunities.

8. The Panel found that three candidates met the requirements and were appointable to the role. It provided Mr Speaker, for each interviewed candidate, with a summary of their fit with the person specification. Having carefully considered the panel's report, Mr Speaker decided to recommend Richard Lloyd to the Speaker's Committee as his preferred candidate for the post. At its meeting on 15 June, the Speaker's Committee agreed to Mr Speaker's selection of Richard Lloyd.

9. The Speaker and the Committee are entirely satisfied that the selection process was rigorous and that the panel discharged its duties conscientiously and with all due regard to the requirements of thoroughness, fairness and propriety, and to ensuring applications from a diverse range of candidates and testing all candidates on their commitment to equality, diversity and inclusion. We are grateful to Philippa Helme and her fellow panellists.

## The Candidate

10. Richard Lloyd is currently a member of the IPSA board and has been Interim Chair since October 2019. He is also Senior Independent Director at the Financial Conduct Authority, a Council Member of the Advertising Standards Authority, and Vice Chair and founding trustee of the Money and Mental Health Policy Institute. He was previously Executive Director of the Consumers' Association, Director of the Australian Consumers' Association, and, from 2008 to 2010, a Special Adviser to the then Prime Minister. An extract from his CV is appended to this report.

11. The panel made the following comments on Richard Lloyd:

Richard gave a thoughtful presentation in which he set out not only a clear understanding of the current challenges facing IPSA but also a compelling longer-term vision for the organisation. He convinced us that he was more than just the continuity candidate and gave examples that went beyond the work he had undertaken at IPSA. He demonstrated a breadth and depth of regulatory experience, drawing on his roles at IPSA and the Financial Conduct Authority, and a clear understanding of the principles of customer service drawing on his executive experience at the Consumers' Association. He gave impressive answers to our questions on equality, diversity and inclusion, recognising the role IPSA had to play in making Parliament a more inclusive institution. Overall, we considered that Richard was a very strong candidate who would make a good Chair of IPSA.

12. Appointments to the IPSA are made by Her Majesty on an Address from the House of Commons. The Committee invites the House to approve the appointment of Richard Lloyd OBE as Chair of IPSA for a five-year period.

# Appendix 1: Role description and person specification

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## About the role

Being Chair of the Independent Parliamentary Standards Authority (IPSA) is a role like no other and now is an exciting time to join an organisation that is embarking on a major programme of transformation, with a real desire to put customer service at the forefront of its regulatory functions.

IPSA's mission is to enable MPs to focus on what really matters by providing an exemplary, seamless regulatory service, underpinning its purpose of supporting democracy with great service, fair rules and wise spending.

Its purpose, mission and values are all newly defined through extensive internal and external engagement and IPSA have recently secured additional funding through the Speaker's Committee for IPSA (SCIPSA) to deliver its new 3-year Corporate Plan.

This plan is ambitious. It requires cultural change, technological improvements and end-to-end system and process redesign but must be delivered alongside IPSA's existing day to day operations, which with only 100 staff is a significant ask.

IPSA needs a Chair who can support a substantially new executive leadership team on an exciting but challenging journey in which media interest is never far away and powerful stakeholders need careful, tailored engagement to allow it the space to improve.

## Key responsibilities

The Chair of IPSA plays a pivotal role in the leadership of the organisation. In particular, the Chair:

- Provide leadership of the Independent Parliamentary Standards Authority;
- Establish with the Board the strategic direction of IPSA and ensure compliance with IPSA's statutory duties;
- Chair meetings of IPSA's Board;
- Work closely with the Chief Executive to maintain strategic direction and monitor performance;
- Play an active role in the appointment, oversight and review of performance of other Board Members, the Compliance Officer and the Chief Executive; and
- Represent IPSA in public, in the media, before parliamentary committees, and with MPs and parliamentary officials.

**Remuneration:** £700 per day

**Time commitment:** around 2 days a week.

**Length of term:** up to five years.

### Political restrictions

- The Parliamentary Standards Act 2009 states that the Chair and Members of IPSA (other than a designated Parliamentary member) cannot have been a member of the House of Commons at any time within the last five years.
- The Chair may not occupy paid party political posts or hold particularly sensitive or high roles in a political party, nor engage on specific political activities or matters directly affecting the work of IPSA. Further details are included in the [IPSA Code of Conduct](#) for Members.

### Security clearance

CTC security clearance is required.

### Role of the board

IPSA's Board provides the strategic leadership of the Independent Parliamentary Standards Authority, safeguarding its independence, acting as an advocate for its values and delivering its objectives: meeting its statutory duties; helping to restore confidence in Parliament; and providing efficient and cost-effective administration of services which meet the needs of taxpayers, MPs and their staff.

The Board ensures that IPSA exercises its statutory obligations, including:

- the review and setting of MPs' salaries;
- the review and development of the MPs' pensions scheme;
- the operation and review of the MPs' Business Costs and Expenses Scheme.

The Board sets the strategic priorities for IPSA as an organisation ensuring it is efficient, cost-effective and fit for purpose and delivers its objectives. In doing so, the Board:

- Contributes to the development and articulation of IPSA's vision, values, strategies and plans, and shares, champions and demonstrably lives the values;
- Sets the policy framework for MPs' costs and allowable expenses;
- Oversees the development of, and approves, a Corporate Plan, Annual Report and Estimate of IPSA's use of resources; and
- Sets the risk appetite and approves the framework of internal controls in support of the achievement of IPSA's strategic objectives.

The Board also:

- Reviews and approves the Scheme for MPs' business costs and expenses and assesses and ensures compliance with Scheme rules;
- Determines the salaries to be paid to Members of Parliament, including mechanisms for review and up-rating of salaries;

- Scrutinises the performance of the organisation in meeting its objectives and holds the Executive to account for their delivery;
- Determines and reviews the procedures used by the Compliance Officer;
- Proposes and, from time to time, revises a code of conduct for Members of IPSA's Board; and
- Appoints and determines the terms and conditions of the Chief Executive.

The Standing Orders of the IPSA Board can be found [here](#).

## Person specification

It is essential that your application demonstrates evidence of achievement in the areas listed below as far as you are able to. These will be used to assess the suitability of candidates to take forward to the long listing stage of the process. They will then be explored further with candidates invited to interview.

- An experienced, senior leader, credible at board level, with a proven ability to set direction, ensure delivery and engage stakeholders.
- The ability to work collaboratively and effectively with a senior non-executive team in a high-profile environment using persuasion and influence to further develop and improve board performance.
- The ability to operate effectively as a non-executive to support and hold to account an executive team, and to develop a strong working relationship with the chief executive.
- The ability to lead strategically a customer-focussed organisation in an operationally intense environment, which attracts public opinion and media scrutiny, without compromising independence.
- The ability to lead an organisation successfully through all stages of organisational change.
- The ability to maintain personal integrity, independence and resilience in the face of conflicting demands and public pressure.
- Evidence of political awareness and a track record of successfully managing and influencing relations with a diverse range of interested parties, with tact and absolute discretion.
- A demonstrable understanding of regulation and the role of the regulator, within either the public or the private sector.
- Evidence of valuing and promoting equality, diversity, and inclusion.
- An appreciation of the challenges of supporting diverse and geographically dispersed employers (MPs) and their workforce.

- The ability to think clearly and exercise sound judgement, grasping complex issues quickly.
- The ability to communicate and explain decisions to the public through the media.
- The ability to command the confidence of the public, MPs of all parties and their staff, and a commitment to the seven principles of public life.

## Appendix 2: Extract from Richard Lloyd's CV

### *Professional experience*

#### **Current roles**

#### **Interim Chair and non-executive director, Independent Parliamentary Standards Authority**

December 2018 to present. At the request of the Board and the Speaker, acted as Interim Chair of IPSA since the resignation of the former chair in the summer of 2019.

#### **Senior Independent Director, Chair of Board Risk Committee and Chair of Oversight Committee, Financial Conduct Authority**

April 2019 to present

#### **Council member and non-executive director, the Advertising Standards Authority**

April 2020 to present

#### **Vice Chair and founding trustee, Money and Mental Health Policy Institute**

April 2016 to present

Other recent roles include:

- UK Chair, Resolver (a technology company providing digital services to consumers and businesses)
- Chair and non-executive director of Article 36 (a Nobel Peace Prize-winning not-for-profit NGO)

#### **Employment history**

#### **Executive Director, the Consumers' Association, Which?**

April 2011 to May 2016

#### **Director, CHOICE, the Australian Consumers' Association**

2010 to 2011

#### **Special Adviser to the Prime Minister, Prime Minister's Office**

2008 to 2010

#### **Chief Executive, Consumers International**

2005 to 2008

#### **Director, Landmine Action**

1998 to 2005

#### **Housing Strategy Adviser, LB Lewisham**

1997 to 1998

#### **Head of Policy, Shelter**

1992 to 1997

#### **Senior Housing Manager, Wandle Housing Association and Hyde Housing Association**

1988 to 1992