

APPENDIX A

David Frost. Naphill

I have spent my entire working life in organizations where high standards of personal conduct are expected. For much of that time I had specific personnel responsibilities, which included ensuring that high standards were maintained. Four years as a parish councillor have given me considerable experience of what it means to be an elected representative and, of course, my time as a school governor also required maintenance of high standards with accountability to parents.

I have a proven track record as operations, resource, finance and administration manager in successful broadcasting, academic and military organizations, working to tight deadlines and strict financial controls. I am computer literate.

As Bursar at St Hilda's College, Oxford, I was a member of several University and inter-college committees. Principal amongst these was the Standing Committee of Estates Bursars, which provides management advice to colleges. I compiled many of the statistics, which the University and colleges used for decision making.

Prior to this I worked for the BBC, initially as Manager, Scenic Operations, where I achieved a major improvement in the industrial relations climate and laid the foundations for a successful reorganisation which resulted in large savings and a better service to programme makers. I then moved to the BBC's World Service where I reported to, and deputized for, a BBC World Service Director, including Board attendance in his absence. My principal responsibilities were for the provision of a full range of financial, marketing, personnel and administrative support services in an enterprise employing 550 people working round the clock. The annual operating budget was £12 million and there was a further £4 million capital expenditure. The complex comprised two large listed buildings and estates of over 200 acres.

Other Interests and Experience

Parent governor Lady Verney High School 1992-93. LEA governor Sir William Ramsey School 1994-98 (Chairman 1996-98). Elected parish councillor for Naphill ward of Hughenden Valley Parish Council 1995-99 (Vice Chairman 1998-99). Regular contributor to computer, yachting and other magazines.

Michael Overall. Flackwell Heath

I am interested in applying to become an independent member of the Council's proposed Standards Committee.

Since 1997, I have acted as an independent adviser in air transport regulation, strategy/organization and safety management.

My background includes over 24 years in the public service as a manager in the UK's Civil Aviation Authority. For the last 13 years of that period, I held posts at executive director level. Throughout my time with the CAA, I had regular contact at senior level with central government policy departments and, at times, frequent contact with ministers. I am used to operating within an environment governed by statutory policy and law. For all but two years of my career in the CAA, I was in charge of economic or safety regulatory functions. From 1988 to 1990, I held the post of Director General – Strategic Planning in the National Air Traffic Services.

My last post in the CAA, from 1990 to 1997, was Head of Licensing Standards in the Authority's Safety Regulation Group. In this post I was responsible for the Authority's safety regulatory functions relating to the licensing of flight crew, air traffic controllers and aircraft maintenance engineers and for the safety oversight of the UK's aerodrome and air traffic control infrastructure.

My personnel licensing responsibilities involved me in a wide variety of roles related to the development and monitoring of standards. I had to review all cases that proposed to remove an individual's licence as a consequence of alleged failure to comply with the regulatory standards. Any such action could deprive the individual of his/her livelihood and was subject to the Board of the CAA and, ultimately, to the County Court. Obviously, in any regulatory role, consistency of approach and interpretation of the promulgated standards is an important consideration. I think the

disciplines I gained in this role would be of significant help, if you were to invite me to join the Council's Standards Committee.

I believe my earlier experience, of operating for 12 years within the CAA's quasi-judicial air transport licensing role, would also be relevant.

Since becoming semi-retired, I have begun to have some personal involvement in the local planning processes. I have participated a little, at a personal level, in the Local Plan development process and in other consultative exercises, on behalf of the Chiltern Society.

Peter Smith. Aylesbury

I write in response to the recent advertisement requesting applications from members of the public to participate in the new Standards Committee. I feel that I have the skills and knowledge necessary to enable me to contribute to the effectiveness of this new committee.

I am currently employed by Group 4 Total Security as Operations Director for the south. I have responsibility for a business unit with an annual turnover of £53 million and over 4,000 employees. In my executive management role I am responsible for ensuring the company operates and conforms to legislative and company policies and procedures.

The guiding principles under which I work includes Honesty, Integrity, Fairness, consistency, respect for individuals, compassion and humour.

During my 15 years with Group 4 I have gained experience in investigation, disciplinary and counseling techniques.

I have no particular allegiance to any political party or group, rather I tend to support those people who I feel can contribute to making this country a better place to live in.

I am 42 years old and a single parent to 2 teenage children. The fact that my children are becoming more independent has allowed me to consider outside interests such as this committee.

Zen Yaworsky. Amersham

I am a 42 year old senior manager with Marks and Spencer Plc in charge of overseas logistics. I have worked for Marks and Spencer for over 17 years and having lived with my family within the County for the last 7 years I am keen now to turn some of my attention to working on a voluntary, non-political basis within the community. I am a strong believer in the transparency of local and regional government processes and would welcome the opportunity to become directly involved.

I started my working life as a graduate entrant into the West Yorkshire Metropolitan Police leaving after five years to join Marks and Spencer where I have worked in a number of management capacities in both UK and International operations. I have for the past two years been responsible for carrying out some of the fundamental changes that the company has been going through involving radical restructuring together with new approaches to our business behaviours. On the human resource side, I have been a member of Marks and Spencer's internal appeals committee to determine the company's stand on dismissal appeals by staff, some of them at senior levels.

My experience in the Police and Marks and Spencer have provided me with excellent organizational abilities, the capacity to make considered and well informed judgements based on my own observations, but more importantly on the evidence arrived at after consultation. My work involves the assembly and analysis of substantial quantities of information. It also involves taking sections of a large organization through behavioural and process changes; changes which impact on jobs and roles and therefore which demand a sensitivity of approach. Alongside this my history within the Police taught me early the benefit of applying impartiality and objectivity to the business environment.

I am keen to invest some of my time within the local community and the role within the Standards Committee seems a good match for my skills.