

## **Profiles of the members of the Folkestone & Hythe Independent Remuneration Panel**

### **DAVID ELLERBY**

David moved to Hythe in 2006 when he retired as principal of a further education college in Essex. He has more than 18 years experience as a member of a district council members' independent remuneration panel. For twelve years, he was independent chairman of a large local strategic partnership, responsible for developing and overseeing an extensive community strategy. He was vice president of a local chamber of commerce, former Chair of the East Kent Bench and has held a number of chairmanship positions in the public sector. David lives in Hythe and is married with three children. He is a retired magistrate, a graduate in mathematics and a fellow of the Royal Statistical Society.

### **CHRIS HARMAN (CHAIR)**

Chris has worked for county, district and unitary councils and in the private sector. Following his last local government role, serving as Chief Executive for a unitary authority, Chris retired to Folkestone. With a professional background in human resources he has experience with a wide range of pay and remuneration matters. A former governor of Staffordshire University, he is co-author of a number of professional books and articles on HR and Knowledge Management. Chris has worked with the United Nations, the OECD and the EU and currently sits on a scrutiny board for a large housing association. Chris holds a masters degree in management and is a Fellow of the Chartered Institute of Personnel and Development.

### **MICHAEL GEORGE**

Michael has lived and worked in Folkestone for 38 years. After qualification as a solicitor, he worked for Shepway District Council before moving into private practice. Until retiring in 2011, Michael had spent 20 years as a Senior Crown Prosecutor, dealing with everything from motoring to murder. Married, and with two adult children, Michael has been a school governor, a member of St John Ambulance, and trustee of a local charity. He has worked with local schools sharing his experiences in the Law and military history (about which he has written two books). Keen to encourage interest in our local heritage, Michael has led guided walks and given many talks.

### **JANET WAGHORN**

Janet retired following a successful career in the Police and Local Government, culminating in her role as executive director of East Kent Local Strategic Partnership. She holds a master degree in Management Studies and is an experienced strategic leader, working in complex organisations locally and nationally. Janet became a magistrate in 2009 and in recent years Janet has focused on 'Standards in Public Life' and is the appointed Independent Person for Dover District Council and Kent Fire and Rescue Authority