

**THE STATES OF DELIBERATION**  
**of the**  
**ISLAND OF GUERNSEY**

**COMMITTEE FOR HOME AFFAIRS**

**POLICE COMPLAINTS COMMISSION - APPOINTMENT OF THREE  
COMMISSIONERS**

The States are asked to decide:-

Whether, after consideration of the Policy Letter entitled “Police Complaints Commission – Appointment of three Commissioners”, dated 01.04 2026, they are of the opinion:-

1. To appoint Mr Willem van Zanten as an ordinary member of the Police Complaints Commission for a period of four years with immediate effect; and
2. To appoint Ms Jemma Welsh as an ordinary member of the Police Complaints Commission for a period of four years with immediate effect;
3. To appoint Ms Lisa Evans as an ordinary member of the Police Complaints Commission for a period of four years with immediate effect.

The above Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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The Presiding Officer  
States of Guernsey  
Royal Court House  
St Peter Port

01 April 2026

Dear Sir

**1 Executive Summary**

1.1 The purpose of this Policy Letter is to formally appoint three members of the Police Complaints Commission (“the Commission”).

**2 Background**

2.1 The Commission was established by the Police Complaints (Guernsey) Law, 2008<sup>1</sup> (“the Law”) and came into effect on 1<sup>st</sup> July 2011. The Commission is an independent panel which maintains oversight of how complaints against the police are handled.

2.2 The Schedule to the Law sets out the composition of, and appointment process to, the Commission, and establishes that: -

- the Commission shall consist of a Chairman and five ordinary members;
- the Chairman and ordinary members shall be appointed for a term of four years by the States of Deliberation upon the recommendation of the Committee *for* Home Affairs.

**3 Appointment of Three New Ordinary Members**

3.1 There are currently three vacancies on the Commission. In summary, the Commission experienced two vacancies in 2025: one long-standing member chose not to seek reappointment at the end of her term, and another ordinary

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<sup>1</sup> [Police Complaints \(Guernsey\) Law, 2008](#)

member resigned after taking up employment with the States of Guernsey. A third vacancy was anticipated at the end of January 2026 when another member's term ended.

- 3.2 Following an open recruitment process that commenced in 2025, the Chairman has written to the Committee *for* Home Affairs with recommendations for appointments to fill these vacant positions within the Commission.
- 3.3 The candidates were shortlisted from a number of applicants. While no formal qualifications are required for the role, individuals must be fair, objective and non-judgemental, and have the ability to read and understand complex matters. Interviews are carried out to ensure these criteria are met.
- 3.4 The Chairman considers that all three candidates possess the necessary experience and qualities to make a positive contribution to the Commission and complement the existing dynamics of the group.

#### **4. The Candidates**

- 4.1 The Committee *for* Home Affairs is therefore pleased to recommend to the States of Deliberation for appointment, three new ordinary members for a term of four years with immediate effect.
- 4.2 Mr Willem (Will) van Zanten is a long-standing Guernsey resident and business owner, with over 23 years' experience managing Machon's Jewellers. He has previously contributed to community initiatives, including the Guernsey Crime Prevention Panel and through this, Crimestoppers as well as the Town Traders Association, demonstrating sustained engagement in public-facing roles.
- 4.3 During interview Mr van Zanten showed a clear motivation to contribute to public service and independent oversight. Mr van Zanten demonstrated his ability to handle differing viewpoints constructively and drew on his personal experience resolving workplace issues through discussion and fairness. The Commission considered Mr van Zanten would bring a fresh perspective from outside finance/compliance which would be beneficial in the Commission's continued work.
- 4.4 Ms Jemma Welsh is the Managing Director and founder of Tarian Trust, bringing over 25 years' experience in compliance, governance, fiduciary management and regulated decision-making. In interview, Ms Welsh expressed a strong desire to use her analytical strengths in a public-benefit capacity and had researched the Commission's work in advance.

- 4.5 Ms Welsh’s career requires the interpretation of complex regulatory and governance information, and she has significant experience with structured decision-making, appeals-type processes, and ensuring matters meet regulatory criteria, all of which directly parallel Commission’s work. The Commission considered that Ms Welsh’s extensive compliance background, integrity, and her commitment to procedural clarity and fairness would add strong value to the Commission.
- 4.6 Ms Lisa Evans is an experienced Advocate and senior legal professional with over 25 years’ experience across litigation, public law, regulatory decision-making, and fiduciary governance. Her background includes senior positions such as Head of Dispute Resolution at Specsavers, Senior Legal Counsel at the GFSC, and she was appointed as Guernsey’s Legal Aid Commissioner in 2023 for a five-year term. Ms Evans has a broad understanding of the States systems, independent bodies, and statutory oversight gained through both advisory and decision-making roles.
- 4.7 Ms Evans showed excellent understanding of the Commission’s role and its supporting legislation. She spoke confidently about procedural safeguards, and her familiarity with appeals work, statutory reviews, and public-facing decision-making means she is well positioned to scrutinise case material objectively.
- 4.8 Each applicant satisfies the requirements for appointment and brings relevant experience supported by strong references. They are individually strong candidates who would strengthen the Commission’s capacity to discharge its responsibilities.

## **5 Compliance with Rule 4**

- 5.1 Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.
- 5.2 In accordance with Rule 4(1):
- a) The propositions contribute to the States’ objectives and policy plans in that the effective operation of the Commission is necessary to ensure that the public has confidence in the systems in place within the justice system.

- b) In preparing the propositions there has been no consultation with stakeholders.
- c) The propositions have been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.
- d) There are no financial implications to the States of carrying the proposal into effect.

5.3 In accordance with Rule 4(2):

- a) The propositions relate to the Committee's purpose and policy responsibilities relating to law enforcement, including policing and customs.
- b) The propositions have the unanimous support of the Committee.

Yours faithfully

M P Leadbeater  
President

J A B Gollop  
Vice President

M Malik  
A Snowdon  
S P J Vermeulen

I M Farrell  
Non-States Member