



CABINET

Tuesday, 01 June 2021

Subject	Confirm Appointments to Southwold Harbour Management Committee (HMC)
Report by	Councillor Craig Rivett Deputy Leader and Cabinet Member with responsibility for Economic Development
Supporting Officer	Kerry Blair Head of Operations kerry.blair@eastsuffolk.gov.uk 01502 523007

Is the report Open or Exempt?	OPEN
-------------------------------	------

Category of Exempt Information and reason why it is NOT in the public interest to disclose the exempt information.	Not applicable
Wards Affected:	Southwold

Purpose and high-level overview

Purpose of Report:

To approve the appointment of members to the HMC.

Options:

The HMC must have members appointed to it, in accordance with its agreed composition, or else it cannot come into existence and carry out business. Therefore, not to make appointments is not a realistic option and with that in mind, no other options have been considered.

Recommendation/s:

1. That the appointment of Councillor Rivett, Councillor Cook, Councillor Mallinder, Councillor Ritchie and Councillor Smith as the Cabinet Members for the Harbour Management Committee be approved.
2. That Cabinet approve the recommendations of the Appointment Panel and appoint Alistair MacFarlane as a Co-opted Member of the HMC for a term of 3 years, David Gledhill and Richard Musgrove as Co-opted Members for the term of 2 years and Mike Pickles as a Co-Opted Member of the HMC for a term of 1 year.
3. That on the appointment of the above Members, the Harbour Management Committee be hereby established on 1 June 2021 and the terms of office for the Co-opted members referred to in recommendation 2 above also commence on the same date
4. That with effect from 1 June 2021, the Southwold Harbour Lands Joint Committee be disestablished.

Corporate Impact Assessment

Governance:

The reasons for the establishment of the HMC have been agreed in previous reports to the Southwold Harbour Lands Joint Committee. To make the necessary appointments to the HMC brings it into existence and will enable it to carry out its work. Its first meeting can then be convened.

ESC policies and strategies that directly apply to the proposal:

See below.

Environmental:

The HMC must act in the best interests of the Port, which includes ensuring its long term sustainability and success. Environmental factors will be taken into account in the decisions which the HMC will make.

Equalities and Diversity:

In the various reports which have been taken to the Southwold Harbour Lands Joint Committee, about the establishment of the HMC, going back to March 2019, an Equality

Impact Assessment (EIA) has been carried out, and up-dated accordingly to take account of each stage of the process. The EIA has been up-dated to take account of the impact of the establishment of the HMC on those with protected characteristics. No adverse impacts have been identified.

Financial:

The HMC is a Committee of the Cabinet. Its costs of administration will be absorbed by the Democratic Services/Members budget, in the same way as any other Committee of the Council is accounted for.

Co-opted Members of the HMC will receive an allowance per meeting, being the Basic Allowance (currently £7706.25) multiplied by between 1% to 4%, the equivalent of between £77.06 and £308.25 per meeting.

The Members' Allowances Scheme allows Co-opted Members to claim travel and subsistence, as well as the potential to claim transport costs and carers / childcare costs to enable their attendance at meetings.

Human Resources:

There are no HR implications for the organisation.

ICT:

No impact.

Legal:

As previous reports to the Southwold Harbour Lands Joint Committee have made clear, the HMC is being set up in accordance with the Ports Good Governance Guide of 2018, published by the Department for Transport and available as a link in Report ES/0683 (2 March 2021 referenced below and available on CMIS)

Risk:

There are no particular risks identified with these proposals

External Consultees:	Southwold Town Council-see composition of the Appointments Panel.
-----------------------------	---

Strategic Plan Priorities

Select the priorities of the Strategic Plan which are supported by this proposal: <i>(Select only one primary and as many secondary as appropriate)</i>		Primary priority	Secondary priorities
T01	Growing our Economy		
P01	Build the right environment for East Suffolk	<input type="checkbox"/>	<input checked="" type="checkbox"/>
P02	Attract and stimulate inward investment	<input type="checkbox"/>	<input type="checkbox"/>
P03	Maximise and grow the unique selling points of East Suffolk	<input type="checkbox"/>	<input checked="" type="checkbox"/>
P04	Business partnerships	<input type="checkbox"/>	<input type="checkbox"/>
P05	Support and deliver infrastructure	<input type="checkbox"/>	<input checked="" type="checkbox"/>
T02	Enabling our Communities		
P06	Community Partnerships	<input type="checkbox"/>	<input type="checkbox"/>
P07	Taking positive action on what matters most	<input type="checkbox"/>	<input checked="" type="checkbox"/>

P08	Maximising health, well-being and safety in our District	<input type="checkbox"/>	<input type="checkbox"/>
P09	Community Pride	<input type="checkbox"/>	<input checked="" type="checkbox"/>
T03	Maintaining Financial Sustainability		
P10	Organisational design and streamlining services	<input type="checkbox"/>	<input type="checkbox"/>
P11	Making best use of and investing in our assets	<input checked="" type="checkbox"/>	<input type="checkbox"/>
P12	Being commercially astute	<input type="checkbox"/>	<input type="checkbox"/>
P13	Optimising our financial investments and grant opportunities	<input type="checkbox"/>	<input type="checkbox"/>
P14	Review service delivery with partners	<input type="checkbox"/>	<input type="checkbox"/>
T04	Delivering Digital Transformation		
P15	Digital by default	<input type="checkbox"/>	<input type="checkbox"/>
P16	Lean and efficient streamlined services	<input type="checkbox"/>	<input type="checkbox"/>
P17	Effective use of data	<input type="checkbox"/>	<input type="checkbox"/>
P18	Skills and training	<input type="checkbox"/>	<input type="checkbox"/>
P19	District-wide digital infrastructure	<input type="checkbox"/>	<input type="checkbox"/>
T05	Caring for our Environment		
P20	Lead by example	<input type="checkbox"/>	<input checked="" type="checkbox"/>
P21	Minimise waste, reuse materials, increase recycling	<input type="checkbox"/>	<input type="checkbox"/>
P22	Renewable energy	<input type="checkbox"/>	<input type="checkbox"/>
P23	Protection, education and influence	<input type="checkbox"/>	<input checked="" type="checkbox"/>
XXX	Governance		
XXX	How ESC governs itself as an authority	<input type="checkbox"/>	<input type="checkbox"/>

How does this proposal support the priorities selected?

The wider representational base of the HMC and the Advisory Group (to be established by the HMC) will provide greater opportunities for engagement within our Communities and enables them to contribute to the running of an important local asset.

The new Governance arrangements will support any plans to develop or renovate the built environment of the Southwold Harbour Lands, to attract inward investment, maximise its economic development and support the delivery of infrastructure.

Background and Justification for Recommendation

1	Background facts
1.1	At a meeting of East Suffolk Council's (ESC) Cabinet which was held simultaneously with a meeting of Southwold Town Council (STC), on 2 March 2021, it was agreed by both the Cabinet and STC to establish a HMC for the Southwold Harbour lands, based on the revised Terms of Reference and Memorandum of Understanding agreed at the Southwold Harbour Lands Joint Committee held on 3 February 2020. The process of setting up the HMC was clearly set out in section 6 of the Report of 3 February 2021. See report ES/0683-Governance of the Southwold Harbour Lands -Next Steps, and relevant minutes.
1.2	In accordance with what was agreed in the Report of 2 March 2021, and previous reports, the HMC will be comprised of nine members. Five elected members will be appointed by Cabinet and four non-elected members will be recommended to Cabinet to be co-opted onto the HMC. The co-opted members will be appointed

	following a selection process to assess the skills and expertise that applicants for these roles can bring to the HMC.
1.3	It was agreed by the Cabinet and STC at their meeting on 2 March to give delegated authority to the Strategic Director, in consultation with the Head of Legal and Democratic Services, to set up the HMC and the Appointments Panel.
1.4	The Appointments Panel was to be made up of three people. A representative from ESC (the Leader, Councillor Steve Gallant), a representative from STC (Councillor Ian Bradbury) and an Independent Person (IP) (Lucy Parsons). Lucy Parsons is Consultant who specialises in Ports and Harbours and has been providing her services in these areas for over 15 years. Lucy has also held a position of Harbour Commissioner.
1.5	At its meeting in February 2020, the former Joint Committee instructed Ashfords to provide advice on the contents of a Skills Audit. This audit would be used to identify the skills required for those appointed to the HMC during its initial establishment and broadly during its first three years of operation. The Skills Audit was the subject of a public consultation carried out during the period 1 May to 12 June 2020.
1.6	As the management of the Harbour is an executive function, and in consultation with Councillor Gallant, thought was given to which Cabinet Members would best serve the HMC, taking the Skills Audit into consideration. Those Cabinet Members who were interested to serve were requested to complete a Skills Audit form, setting out which key skills they held and identifying any gaps in knowledge or experience which they might have. The Cabinet Members who were interested and willing to serve were objectively assessed to have a good range of the skills and experience required. Therefore, it was not necessary for the East Suffolk Council seats to be offered beyond the Cabinet to other Members of the Council.
1.7	Following this, a public advertisement was published which set out all of the key skills required for the co-opted members of the HMC. Having assessed the skills which could be provided by the Cabinet Members, the audit also identified some of the skills which could not be met by all of the Cabinet Members. In this way, the widest range of skills can be drawn in, to ensure that the membership of the HMC provides depth, knowledge and experience, which will best serve the Port's interests.
1.8	As previously agreed in the "Next Steps" section of Report ES/0683, there was a 21-day period during which possible candidates for the Co-opted seats on the HMC could apply for those roles. This ran from 9 – 30 April. The positions were advertised widely and by various means. The roles were advertised on the Council's Suffolk Jobs Direct page, as well as on our own website and social media channels (LinkedIn, Twitter, Facebook). STC placed a notice on their website, advertising the availability of co-opted seats on the HMC. We issued a press release promoting the HMC and because the appointments process was live, the local media were interested in it and ran stories about it. The Lowestoft Journal, EADT, EDP and Beccles & Bungay Journal all featured the article online and it also appeared in the paper edition of the EADT. An advert was also placed on the jobs pages of the EADT and the Lowestoft Journal.

2 Current position

2.1	The Skills Audit forms, completed by the proposed Cabinet Members, and objectively assessed with advice from Ashfords, demonstrated that those Members had a number of the key skills required to sit on the HMC. Therefore, it is proposed that the following East Suffolk Councillors and Cabinet Members be appointed to the HMC. They are Cllrs Rivett, Mallinder, Cook, Ritchie and Smith. The skills matrix completed by each of the councillors is attached as Appendix A to this report.
2.2	In total, 10 applications were received for the Co-opted positions on the HMC. These applications were reviewed, having due regard to the Skills Audit requirements, and a shortlist was drawn up by the Strategic Director, the Head of Operations and the HR Business Partner.
2.3	The Appointments Panel met on 17 May and interviewed seven candidates for the four co-opted positions. Interviews were held in the usual way, with each candidate being asked the same set of questions. The Appointments Panel evaluated the responses to the questions put and selected those candidates who attained the best scores against the range of questions. The HR Business Partner was present at the interviews to advise the Appointments Panel.
2.4	It was unanimously agreed by the Appointments Panel that the following candidates be recommended to Cabinet for their appointment as co-opted members on the HMC. These were Alistair MacFarlane, David Gledhill, Richard Musgrove and Mike Pickles. Details on these candidates can be found at Appendix B.
2.5	The Appointments Panel were pleased with how the different skills the recommended Candidates possess complement each other.
2.6	The normal term for a Co-Opted Member is three years. As set out in the recommendations, initially terms will be phased. This is to ensure the HMC doesn't lose 3 Co-Opted members all at the same time in 2024. As set out in the terms of reference Co-opted Members who sit for only one or two years in the first term may be appointed for one or two subsequent three-year terms without further competition being required.

3 How to address current situation

3.1	The Cabinet Members and Co-opted Members need to be appointed to the HMC, to establish it, and provide membership on it, so that it can begin to carry out its work. Once appointed, the Chief Executive will then look to convene the first meeting of the HMC.
-----	--

4 Reason/s for recommendation

4.1	Cabinet is asked to approve the appointment to the HMC of the East Suffolk Councillors referred to in paragraph 2.1 above and to accept the recommendations of the Appointments Panel referred to in paragraph 2.4 above.
-----	---

Appendices

Appendices:

Appendix A	Cabinet Skills Matrix
-------------------	-----------------------

Appendix B	Brief Summary of skills experience of each co-opted member
-------------------	--

Background reference papers:

Date	Type	Available From
2 March 2021, 3 February 2020 and previous reports referenced therein	Simultaneous East Suffolk Council Cabinet and Southwold Town Council Papers	CMIS

HMC Skills Audit**Appendix A**

Key Skills	CR	JM	DR	MC	LS
Risk Management and Mitigation (particular focus on Coastal defence, flood protection and mitigation (including knowledge of the Environment Agency) climate change, health and safety and marine engineering)	Y	Y	Y	Y	Y
Knowledge of and management of ports / harbours	Y		Y	Y	
Business Planning / Financial (including securing grant or other funding)/ organisational / strategic planning and management.	Y	Y	Y	Y	Y
Knowledge of local stakeholders including the local community (e.g. local authorities, residents, businesses, commercial users, leisure users, caravan site owners, visitors, Blyth estuary)	Y		Y	Y	Y
Management / development of property / facilities (and in particular caravan site operation and tourism)	Y			Y	Y
Communications, marketing and consultation	Y	Y	Y	Y	Y
Local industrial, commercial or financial matters	Y	Y	Y		Y
Management of marine leisure activities			Y	Y	
Personnel management	Y		Y	Y	
Environmental matters	Y	Y	Y	Y	Y
Legal	Y	Y		Y	Y
Shipping and other forms of transport	Y	Y	Y	Y	
General maritime or other nautical experience	Y	Y		Y	

Key Skills		
Risk Management and Mitigation (particular focus on Coastal defence, flood protection and mitigation (including knowledge of the Environment Agency) climate change, health and safety and marine engineering)	CR	Board Member of Lowestoft Flood Risk Management Board – overseeing the installation of flood walls and tidal barrier
	DR	As the cabinet member for planning and coastal management at East Suffolk Council I have overseen and been involved in many projects on the coast. (I had the same role at Waveney District Council from 2011). These projects involve risk management and mitigation. I am chairman of the board for the £67 million Lowestoft Flood Relief Scheme. I am Chairman of the Suffolk Coast Forum. The Environment Agency is our valued partner. East Suffolk Council as the marine local authority and the EA share the responsibility of the Suffolk coast. I was also chairman of the Waveney District Council Pathfinder project which considered practical ways of mitigating the effects of coastal blight when managing the eroding coast. I was also chairman of the working group for the successful Lowestoft South Beach project which improved all the seafront assets as well as repairing the sea walls, installing a large scale new ramp and using granite structures to reintroduce a sandy beach at Children’s corner. I am a member of the Kessingland and Benacre project board. I attend the Pakefield Community coastal group and the recently formed Southwold and Walberwick group.
	JM	<p>Through my career and my position both Cabinet Member for the Environment and a ward member, I work with all stakeholders and partners at both a local and national level. Through my involvement of environmental protection, I understand the responsibilities of stakeholders across assets throughout the community.</p> <p>In particular I am able to illustrate an overview in being able to understand the impact of decisions and mitigation resulting from that decision.</p> <p>As a community leader I own the skills to engage with the community and importantly listen, understand and make a decision</p>
	MC	<p>Experienced in Risk management of financial challenges.</p> <p>Acutely aware of potential effects of climate change on coastal erosion, defence and flood protection.</p>
	LS	Ability to read professional reports and make decisions based on information and facts provided. Experience working with other cabinet members to action plans whilst taking into account risk mitigation. Ability to communicate and listen to stakeholders and consider how their views can be taken into account. General awareness of risk

management through my Cabinet role.

CR

Board Member of Lowestoft Flood Risk Management Board – overseeing the installation of flood walls and tidal barrier

DR

Associate British Ports, ABP, have had representation on the Lowestoft Flood Risk Management Scheme Board which I chair. East Suffolk Council is responsible for the main elements of this project which are flood walls either side of entrance to the inner harbour (aka Lake Lothing) and a tidal barrier across the entrance. As the cabinet member and

Knowledge of and management of ports / harbours		board chairman I have had the political responsibility for overseeing negotiations with ABP. (Thanks to the good work of our shared coastal management team: Coastal Partnership East, we have a positive relationship with the port).
	JM	-
	MC	Former long-term client of Penton Hook Marina, Chertsey where I berthed my Cabin Cruiser for cruising the River Thames. Current client of Tide Mill Yacht Harbour where I berth my motor yacht. Member of RYA.
	LS	-
Business Planning / Financial (including securing grant or other funding)/ organisational / strategic planning and management.	CR	Cabinet Member for Economic Development, includes securing £24.9m for Lowestoft via Towns Fund Senior Operational Manager Royal Mail, leadership of 24/7 operation £21m p.a. operation. World Class Manufacturing (WCM) Pillar lead on Cost Deployment and People Development (Royal Mail)
	DR	In the roles outlined above I have been involved in securing funding and the financial management of significant projects on the coast. I had a strategic role in setting up and establishing the Suffolk Coast Forum which is seen nationally as an example of good practice. I had a strategic role in the formation and establishment of Coastal Partnership East. CPE now leads nationally on some aspects of coastal management. I am a member of the board and a past chairman.
	JM	In my position at East Suffolk and through my career, it has been instrumental to my role to look use my planning skills to deliver projects and meet deadlines. Overview and strategic planning are one of the fundamental skills required at Cabinet level, to deliver short term and long term solutions.
	MC	Currently Cabinet Member for Resources, East Suffolk Council. Qualifications in Accountancy and Financial Planning. 10 years experience of managing organisation of 153 units of voluntary body. Extensive experience of budget forecasting and strategic business planning.
	LS	

		<p>Experience setting a budget and agreeing to work within a set budget. Experience sourcing funding for improvement grants. Highly organised and experience working to deadlines. Ability to oversee and deliver harbour operations to safeguard its future. Ability to satisfy the economic security and level of control required by East Suffolk Council for future investment.</p>
<p>Knowledge of local stakeholders including the local community (e.g. local authorities, residents, businesses, commercial users, leisure users, caravan site owners, visitors, Blyth estuary)</p>	<p>CR</p>	<p>Served on the Joint Committee since 2019. Cabinet Member for Economic Development, aware of the role of Southwold Harbour in the local economy. Awareness of growth opportunities for ports in the East of England including renewable energy. Involved in strategic planning for infrastructure projects for East Suffolk.</p>
	<p>DR</p>	<p>In all the roles outlined above and as a founder member of the Joint Committee with Southwold Town Council on the future of the harbour I have been involved with all aspects of the coastal community.</p>
	<p>JM</p>	<p>-</p>
	<p>MC</p>	<p>Member of local authority. Aware of local issues. Frequent visitor to Southwold, including harbour, and Walberswick for leisure and recreation purposes.</p>

	LS	Having worked locally in the area as an estate agent for a number of years I have become familiar with many of the local successful businesses situated near the harbour. Southwold is a popular tourism destination and attracts thousands of visitors every year. Engage effectively and openly with a wide range of stakeholders. Consider how the voice and views of stakeholders can be taken into account.
Management / development of property / facilities (and in particular caravan site operation and tourism)	CR	Private Sector Landlord. Previously Director of property development company Senior Operational Manager Royal Mail: building manager and maintenance teams reported to me Cabinet Member for Assets
	DR	Through my role as Cabinet member for Coastal Management, I have been involved in complex land negotiations and agreements in respect of the Lowestoft Flood Defence scheme. Involved in the multi agency group that led on the flood defence project at Benacre.
	JM	-
	MC	Former successful businesses included owning local supermarket (5 years,) owning, managing and developing of Coastal Hotel (10 years)
	LS	Worked locally in the area as an estate agent for a number of years. A priority will be updating a list of the HMC's assets. A review of the condition of the properties should be undertaken to find out what improvements are required. There then needs to be investment and development of the assets to ensure the improvement of the facilities. Understanding that investment has been made in improving caravan and camping sites to improve the environment for staff and visitors. Southwold harbour attracts a large number of pedestrian visitors who use its facilities. Continued development is required to maintain and attract new visitors.

Communications, marketing and consultation	CR	Royal Mail Senior Operations Manager: Extensive consultation negotiation with unions and staff TV and Radio Interview experience
	DR	I have attended the Local Government Association's leadership course. A residential course over three weekends.
	JM	A characteristic of being a successful councillor is communication. Within my Cabinet role, I considered a large part of my duty being to communicate to stakeholders. I have delivered media campaigns and have been instrumental in their development and implementation. I also sit on the Suffolk Coast and Heaths AONB Communications Group, to focus and enhance the AONB message.
	MC	Devising and implementing marketing schemes in relation to my businesses. In my role as Cabinet Member for Resources, I present complex financial information to various committees including the public.
	LS	Communication is my key skill. Daily I speak to members of the public face to face and via the telephone. The HMC needs to engage with the local community and stakeholders. Regular contact and consultation is necessary to ensure the community is involved with decision making process. I have an understanding that social media can increase reach and engagement. There should be a formal and transparent procedure for developing policy. The website should be regularly updated with information and direct communication such as newsletters. Public forums and meetings in line with social distancing can engage the local community.

Other Skills

Local industrial, commercial or financial matters	CR	Cabinet Member Economic Development and Assets
	DR	In my role as Cabinet member for planning and coastal management. (see above)
	JM	I have been involved in Grant Awarding Groups, through my involvement with the Suffolk Coast and Heaths AONB. I also work with communities giving guidance on how to access funding, including helping them through the application process and also by understanding the evidence needed to access such grants.
	MC	-
	LS	

		In my Cabinet role I am used to dealing with financial aspects of decision making. In a business capacity I deal with significant financial transactions.
Management of marine leisure activities	CR	-
	DR	I have had indirect involvement as chair of the Suffolk Coast Forum.
	JM	-
	MC	Through many years as a client, I am fully aware of the requirements and desires of marina customers.
	LS	-
Personnel management	CR	Senior Operational Manager Royal Mail. Responsible for staffing unit providing all personnel matters to 700 staff and 40 managers. LGA Leadership Academy Programme
	DR	As a middle manager in Further Education. Thirty years ago, I was leading the information studies team at a further education college. I had thirty full and part time staff and several hundred full and part time students.
	JM	-
	MC	Have employed and managed many staff in various roles through business and management experience.
	LS	-
	CR	Cabinet responsibility for energy projects. Consider environmental and sustainability issues in my capacity of a member of the Planning Committee.
	DR	A long term priority. (I was a member of the Conservation society and the Conservation Corps when I was at school). I have worked as a farm labourer and studied agriculture for two years at Wye College in Kent.

Environmental matters	JM	As Cabinet member for the Environment at East Suffolk, and Vice Chair of Suffolk Coast and Heaths AONB, I am more than most aware of the environmental concerns locally and throughout the Country. Fully promote the use of using sustainable materials in all new Council projects.
	MC	Working with the Finance team to identify ways to finance environmental sustainability schemes and making sure any projects undertaken use materials that are sustainably sourced where possible. Through mooring my own boat, very aware of the responsibility to respect the environment and make sure not to damage it.
	LS	As part of my Cabinet role, I am aware of the environmental impacts of tourism and the role the environment plays to promote tourism in east Suffolk.
	All	The Council is committed to achieving carbon neutrality by 2030. As such sustainability issues are at the core of all of the Council's planning. 'Caring for the Environment' is a key theme within the Councils Strategic Plan and something all Cabinet Members support.
Legal	CR	Graduate Diploma Legal Studies (CPE) UEA Legal Practice Course Cardiff University: Elective Modules: Mergers and Acquisitions, Intellectual Property Commercial Property
	DR	-
	JM	Throughout my career I have been involved in sending and reviewing legal contract, and understanding legal obligations.
	MC	Qualifications in Principles of Law including law of contract and Law Relating to Banking.
	LS	In my role as an estate agent, I have a good working knowledge of property and contract law and all relevant legislation. I deal regularly with solicitors in relation to conveyancing.
	CR	Knowledge of transport issues through Cabinet role. Involved in various transport and infrastructure projects, including the third crossing in Lowestoft.
	DR	In my role as Cabinet member for Planning, I consider a range of strategic transport and infrastructure issues.
	JM	

Shipping and other forms of transport		Part of my previous employment has involved working as a ship charterer. Therefore, I am aware of the details of a ship, bunkering requirements, technical experience of oil tankers, and also coasters and barges.
	MC	Motor Yacht owner. Former Private Pilot and Civilian Gliding instructor at 624 sqn RAF Chivenor. Advanced Motor Cyclist.
	LS	-
General maritime or other nautical experience	CR	Cabinet Member responsible for Renaissance of East Anglian Fisheries (REAF)
	DR	-
	JM	I was previously employed by both Glencore and Morgan Stanley and my role at these organisations had trading and shipping aspects. I am familiar with the functions of a vessel including bunkering, dealing with types of water, size of vessels and the general working of a vessel.
	MC	10 years experience of inland waterways cruising. Recent acquisition of Motor Yacht for cruising coastal waters and beyond.
	LS	-
In addition, when undertaking HMC business, all HMC members will be expected to actively seek to resolve challenges presented to the HMC through working together in a positive and constructive manner. As such team working and problem solving are important skills for all HMC members.		
Any other relevant information:	CR	-
	DR	I am a member of the Local Government Association's Special Interest Group for coastal matters.
	JM	I act as Treasurer of the Local Good Neighbours Scheme, which is an example of where I have worked with others, to achieve community engagement. Within this role I show a clear ability to talk to others, identify problems and offer and implement solutions.
	MC	-

	LS	<p>Ability to work well in a team – to listen and consider other people’s opinions.</p> <p>Ability to effectively contribute in meetings and make decisions based on a range of information.</p> <p>Ability to solve problems quickly taking into account stakeholders views and opinions.</p> <p>Ability to build an effective relationship with the local businesses and stakeholders.</p>
--	----	--

Co-Opted Members of the HMC

Alistair MacFarlane

Alistair has had a successful 35 years career in the UK Ports and Transport Industry, with the majority of his Senior Management positions being held within East Anglia.

As well as being a Regional Port Manager and Harbour Master, he also has board experience in both the private and voluntary sectors. He is currently an Independent Board Member at the Great Yarmouth Port Authority.

Given his career background, he is familiar with current port legislation including the Port Good Governance Guidance and Port Marine Safety Code.

David Gledhill

David has a 40 year career in Logistics, Ports, Warehousing and Freezones including holding the position of Chief Executive at Hutchinsons Ports UK, who own the Port of Felixstowe and Harwich.

As a result of this David has a very good understanding of Port Management, operations and the legislative framework in which ports operate.

He has overseen large port infrastructure projects in three continents including environmental mitigation, seal wall construction and flood defences.

In his position as Chief Executive of Salalah Port and Freezone in Oman, he was responsible for a very successful tourist centre and cruise terminal, crowing the business by more than 300%.

Richard Musgrove

Richard qualified as a Master Mariner in the Merchant Navy in 1986 before returning to Lowestoft in 1987 taking a role as Assistant Harbour Master at the Port of Lowestoft.

Over the next 30 years Richard worked as a Vessel Traffic Manager at Harwich Haven Authority, a Harbour Pilot, Harbour Master and Operators Manager.

He has also been a Port Authority Board member in Great Yarmouth and undertook the British Port Associations training course for Port Authority Board members.

More recently Richard has sat on the LFRMP Strategic Board on behalf of ABP, working to bring forward the flood walls and barriers in Lowestoft.

Mike Pickles

Mike has worked at Southwold Harbour as a boat builder and foreman for Harbour Marine Services for the last 10 years.

He is responsible for Health and Safety within his current role and is skilled in all aspects of marine engineering, repairs, construction and refurbishment of marine craft. His previous roles have also given him personnel and financial management experience.

Mike has extensive local knowledge and is incredibly passionate about Southwold Harbour.

He is also a sailor of international repute, having experience of blue water sailing and success at National and European Championship level.