

## Horsham Independent Remuneration Panel

### Background details of members

#### **CINZIA D'AMICO**

Cinzia has lived in Horsham for nearly 30 years. A linguist by profession, she worked briefly as a flight attendant due to her love for travelling before running a translation agency for several years. She then went freelance translating and interpreting and working as a lecturer and dissertation supervisor for the University of Portsmouth in their Translation Studies MA. She is also a qualified TEFL teacher.

Cinzia works as a translator and public community interpreter, mainly dealing with the medical and social care fields. She is also a Director in two Property Management Agencies, a member of various panels and an exam invigilator for an American translators' association.

Cinzia has always been interested in contributing to the welfare of her community teaching in local colleges and volunteering as a "buddy" in art courses for people with disabilities.

#### **ANNETTE CAPPER**

A Fellow of the Chartered Institute of Personnel and Development, Annette has had a long career in executive HR roles across public and private sectors. This has included power and water industries, logistics and the NHS. Her last role was Head of HR Strategy with Veolia, a global recycling and waste company. She has held responsibility for pay and reward and is trained in several job evaluation techniques.

Annette took early retirement in 2019 and moved from the Midlands to the South-East in 2020 to be closer to family. Initially based in Mid Sussex she has undertaken an interim Executive Officer role with Tandridge District Council and is currently a Board Trustee for Mid Sussex Voluntary Action where she is their HR lead.

A move to Horsham in 2023 has prompted Annette to look at opportunities to support her new local area. She is looking forward to offering her extensive experience to Horsham District Council's Independent Remuneration Panel.

#### **ALAN LADLEY**

Alan Ladley has lived in West Sussex for over 50 years and was a police officer with Sussex Police for 36 years, serving in Horsham, Bognor Regis, Littlehampton and Chichester as well as the police HQ in Lewes. He retired in 2009 at the rank of Detective Superintendent.

Subsequently Alan worked for six years for Sussex Police as the Force Information Manager, overseeing the force's information assets as well as the management of Data Protection and Freedom of Information.

Alan lives in Bognor Regis with his wife who runs a retail business in the town. He is also a member of the Arun Independent Remuneration Panel.