



# UK Regulators' Network

## Young Professionals Network

Newsletter – March 2020

### Welcome from the young professionals network

Hello and welcome to our spring newsletter!



First off, we'd like to share some committee news. After 18 months as co-chairs of the network, we will soon be stepping down from the role. This means we are looking to recruit new chair(s) to facilitate the great work of the YPN committee. It has been an absolute pleasure to be co-chairs for such a fantastic network, and we strongly encourage anyone interested to apply for this role. Further details about the application process can be found below.

We also welcome some new reps: Conor Corbett from Ofcom, Liam Deighton from Ofwat, Francesca Layton-Smith from the CAA and Thomas Sweeney from the PSR. We also say thank you and goodbye to Jason Chan of the PSR, and Rachel Grashion from Ofwat for their contribution to the network.

We had planned to host the next Regulators in Focus session on 25 March, but have had to postpone it in light of the Covid-19 situation. We do hope that you are all keeping well and adapting to the extraordinary challenges we are currently facing. In order to keep in touch with the network, we are arranging a virtual coffee randomiser to put you in touch with other young professionals for a casual chat. Details for this are included below.

In this newsletter, we also have updates on the three successful events we have held recently: a Regulators in Focus event from Ofcom and Ofwat, hosted by the PSR, an early careers event hosted by Ofcom, and an event on Sustainability and Climate Change which featured presentations from Ofgem, Ofwat and Ofcom.

We'd like to do the usual plug to join our LinkedIn group, where anyone could start a conversation on there and keep in touch. We tend to also post about our activities on there. You can find us on this URL: <https://www.linkedin.com/groups/8491525/>.

Finally, we'd like to say that in these trying times, we would like to send all the best wishes to you and your family. We hope you can stay healthy – physically and mentally. We will continue to look for opportunities to keep conversations going within the network and we will keep you updated.

Dianne and Jeevan

## Virtual coffee randomiser

To strengthen the links between YPN members, and ensure we continue providing networking opportunities in a remote working environment, we are starting a series of “virtual coffee randomisers”.

The idea for this is simple: sign up for the first round of virtual coffees, and we will randomly match you with up to three people from different regulators, and suggest a date / time for a Skype or phone call. It’s then entirely up to you as to what you chat about – for instance, people could share experiences of how they are finding working from home; what their regulators have been doing to assist with home working; or how their respective industries have been affected by recent events. Or you could just swap book / Netflix recommendations – it doesn’t have to be work-related at all!

For people who want to continue, we’ll then crank up the randomiser after a month or so and produce another set of matches. But you can obviously keep your original match going as well, if you want to make it a more regular thing – it’s for members to decide what works best for them.

If you are interested in participating, please let Will Chivers know via email to <mailto:will.chivers@orr.gov.uk> by Friday, 10 April.

We’ll be in touch shortly afterwards, with the first set of virtual coffees. There is no obligation to commit to more than the initial match-up, and you can do as many or as few of these as you like, for as long as it runs.

## New chair recruitment

The [UK Regulators’ Network \(UKRN\)](#) is looking for an enthusiastic, dynamic and driven colleague to take on the role of Chair of the UKRN Young Professionals Network. This is an excellent opportunity to:

- develop your leadership and communication skills;
- expand your knowledge of other regulators and sectors;
- work with colleagues across other regulators; and
- contribute to the development and experiences of your peers.

The UKRN brings together 13 member regulators to explore common policy areas. It provides a vehicle to enable effective collaboration between regulators to improve the coherence of regulatory policy work and share ideas for more efficient working.

The UKRN Young Professionals Network has four broad objectives:

- Facilitate the sharing of information and ideas between young professionals of member regulators.
- Provide young professionals with advice and opportunities relevant to their career development.
- Improve young professionals’ awareness of policy issues in other sectors.

- Strengthen the sense of community between young professionals in the network

UKRN Young Professionals Chair is a 12-month appointment. The Chair will:

- Provide momentum and leadership to the Network
- Take on the organisational aspects of the role
- Set the agenda and chair the Committee meetings, helping group come to a decision
- Ensure regular Committee calls/meetings occur
- Support Young Professionals Network events
- Act as the Network's primarily liaison with the UKRN Office
- Attend UKRN Senior Representatives Group meetings to provide updates on the activities of the Young Professionals Network

The UKRN is happy for this role to be fulfilled by two Co-Chairs and welcomes applications on this basis.

### **How to apply**

To apply for the position, please provide your CV and a response to the following question:

***How would you advance the objectives of the UKRN Young Professionals Network? (please provide practical examples, in no more than 350 words).***

Email to: Joe Duffield, UKRN Vulnerability Lead ([joe.duffield\\_UKRN@caa.co.uk](mailto:joe.duffield_UKRN@caa.co.uk))

Deadline: **COP Wednesday 15 April 2020.**

The UKRN plans to make a decision based on the assessment of the CV and written application only and does not anticipate conducting interviews for this role.

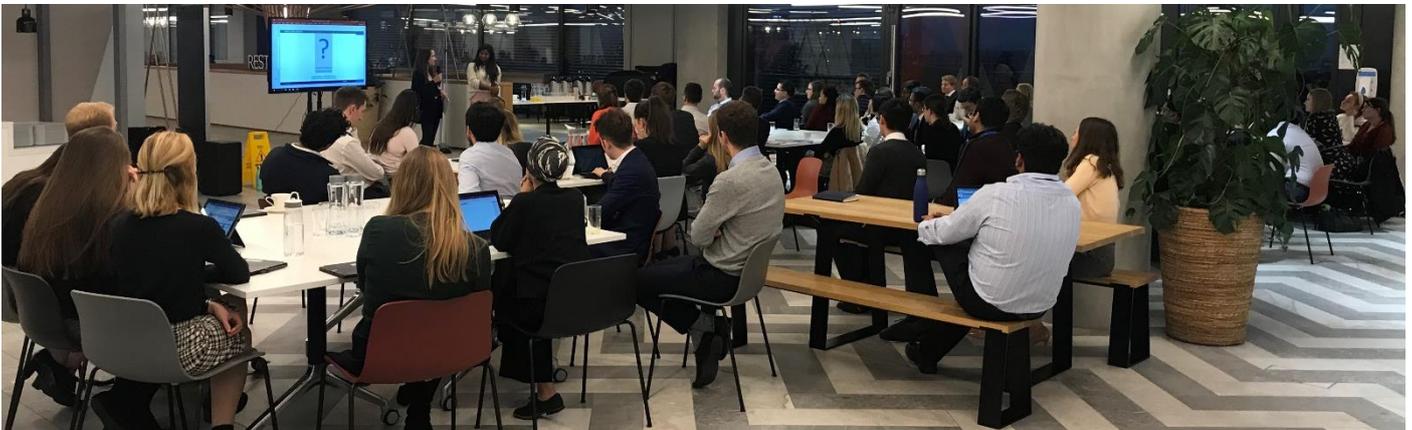
If you have any questions, please contact your UKRN Young Professionals Rep or Joe to discuss.

## Regulators in Focus: Ofwat and Ofcom

By Connor Ryan, Ofwat & Eleanor Simmance, Ofcom

The latest round of our Regulators in Focus series was hosted by the PSR on 13 November 2019 and featured presentations from Ofwat and Ofcom.

First, Laura Easterbrook and Roshini Mylvaganam gave a talk about the record £126m penalty handed to Southern Water by Ofwat following serious failures in the operation of its sewage treatment sites and for deliberately misreporting its performance. It was explained that this equated to 6.7% of Southern Water's wastewater turnover, and comprises a £123 million rebate to customers and a £3m fine. The findings from the investigation may also lead to criminal proceedings. Southern Water have agreed to a number of serious changes to their governance in response to the investigation.



*Laura and Roshini from Ofwat taking questions on the Southern Water case*

We then heard from Eleanor, Beth and Emily from Ofcom on the future of public service broadcasting and the regulator's role in ensuring that broadcasters (such as the BBC, ITV, C4, C5, STV, S4C and UTV) continue to deliver high quality content for UK viewers and listeners. Research, and opportunities for engagement in the conversation, are available through the Small Screen: Big Debate nationwide forum. Groups of attendees were assigned to a broadcaster and asked to consider their key priorities, such as how far programming should be original, innovative and widely available. The discussion confirmed that we have different ideas about the unique selling point of each broadcaster and the potential benefits or limits of public service broadcasting. The final part of the presentation highlighted trends in viewership – broadcast TV is declining, particularly among young people (although most attendees said they still watch some either live or on catch-up), and subscription services and online video platforms are on the rise. This raises questions about how broadcasters, Ofcom and the public should adapt to these changes.

## Early careers and professional development speed-networking event

By Eleanor Simmance, Ofcom

On Friday 31 January, the YPN hosted an event to discuss the opportunities available to, and challenges faced by, young and early career professionals in regulation. It was hosted at Ofcom's London office and by virtual meeting, and was attended by YPN members from Ofcom, the FCA, PSR, Ofwat and Ofgem, including virtual groups at the FCA in London and Ofgem in Glasgow. The event opened with a talk by Ofcom's Head of People and Transformation Kerri-Ann O'Neill, who gave her tips for young people starting a career in regulation. These included setting goals, both personal and professional, over six-month periods and an emphasis on how we can "be nice" to get ahead, which was refreshing to hear given that professional careers, especially in big cities, can seem ruthless, competitive and cut-throat.

The rest of the event comprised of four small-group 'speed-networking' sessions. Attendees had 15 minutes to talk, in rotation, to Sophie Richings (Public Policy Manager, Ofcom), Matthew Cherry (Chief Economist, PSR), Ian Hulme (Director of Regulatory Assurance, Information Commissioner's Office) and Megan Forbes (Chair of the Enforcement Decision Panel, Ofgem) about their career experiences and their views on the challenges facing young professionals today. Spread across three rooms and with two separate virtual meetings, it was a new type of event for the YPN and it was great to hear active conversations at every table and screen. Broader topics covered included diversity, gender parity, and politics with networking discussions ranging on everything from navigating office politics to cultivating specialisations in our various fields. Both speakers and attendees noted the informal feel of the sessions, which encouraged questions and the sharing of personal experiences from all. Thanks to all who joined us on the day – for future events we will have to work on setting up virtual meetings for the further networking in the pub afterwards!



*Kerri-Ann O'Neill giving her opening talk.*

## Sustainability and climate change event

By Jack McLuckie, Ofwat

In what we hope will be the first of many collaborative events between London and Glasgow, we declined to add to our collective carbon footprints by linking up the Ofgem offices in both cities via Skype for an event on sustainability and climate change. After some joint welcoming and housekeeping by Sam Rea and Cameron Bailey from Ofgem, we were treated to an opening speech from Ofgem's new chief executive Jonathan Brearley. He detailed his record of working with environmental issues, while emphasising the important influence that young professionals can have in shaping climate change initiatives in our respective organisations.

Speaking from Glasgow, Matthew Farrell laid out Ofgem's work on sustainability and climate change in the energy sector. Carys Goodwin followed, drawing out the environmental emphasis in Ofwat's new strategy and reflecting on the real-life effect climate change has on communities throughout the world. Phil Simpson showcased the Ofcom perspective from the communications sector, looking at the different aspects of communications where climate change has a real effect on services, and what can be done to combat and mitigate this.

Three key questions were posed for discussion – how we can change internal attitudes in our respective organisations, who should pay for the transition to a more sustainable future, and the role that innovation plays in our sectors. We debated and ultimately decided on how we can change the world for the better (at least that's how I remember the conversations going).



*Ofgem chief executive Jonathan Brearley introducing the event*

After closing remarks from the UKRN YPN chairs Dianne Nichols (Ofgem) and Jeevan Jones (Ofwat), we all went to the pub to continue the discussions, as all good events should end. Big thanks to Ofgem for hosting a brilliant event in two cities, and to all the speakers for informative and interesting presentations!

## Communications

Our primary way of contacting young professionals in the network is through the committee reps for their regulator. Instead of trying to keep our own mailing list, it is the role of committee reps to pass on our communications.

You can also stay up-to-date by joining our LinkedIn group: <https://www.linkedin.com/groups/8491525/>

**Do you have an idea for a future event or would you like to write a short piece for the next newsletter?  
Please get in touch!**

### Committee contacts

Feel free to contact your regulator's committee rep(s) if you have an idea for a future event or you have any questions about the network.

Regulator	Rep(s)	Contact details	Photo
Ofgem	Cameron Bailey	<a href="mailto:Cameron.Bailey@ofgem.gov.uk">Cameron.Bailey@ofgem.gov.uk</a>	
	Sam Rea	<a href="mailto:Sam.Rea@ofgem.gov.uk">Sam.Rea@ofgem.gov.uk</a>	
Ofcom	Eleanor Simmance	<a href="mailto:Eleanor.Simmance@ofcom.org.uk">Eleanor.Simmance@ofcom.org.uk</a>	
	Conor Corbett	<a href="mailto:Conor.Corbett@ofcom.org.uk">Conor.Corbett@ofcom.org.uk</a>	
Ofwat	Connor Ryan	<a href="mailto:Connor.Ryan@ofwat.gov.uk">Connor.Ryan@ofwat.gov.uk</a>	
	Liam Deighton	<a href="mailto:Liam.Deighton@ofwat.gov.uk">Liam.Deighton@ofwat.gov.uk</a>	
Civil Aviation Authority	Elvis Baguma	<a href="mailto:Elvis.Baguma@caa.co.uk">Elvis.Baguma@caa.co.uk</a>	
	Francesca Layton-Smith	<a href="mailto:Francesca.Layton-Smith@caa.co.uk">Francesca.Layton-Smith@caa.co.uk</a>	
Financial Conduct Authority	Max Mortimer	<a href="mailto:Max.Mortimer2@fca.org.uk">Max.Mortimer2@fca.org.uk</a>	
	Rebecca Flynn	<a href="mailto:Rebecca.Flynn@fca.org.uk">Rebecca.Flynn@fca.org.uk</a>	
Payment Systems Regulator	Thomas Sweeney	<a href="mailto:Thomas.Sweeney@psr.org.uk">Thomas.Sweeney@psr.org.uk</a>	
Single Source Regulations Office	Mohammed Ghasemi	<a href="mailto:Mohammed.Ghasemi@ssro.gov.uk">Mohammed.Ghasemi@ssro.gov.uk</a>	
Office of Rail and Road	Will Chivers	<a href="mailto:Will.Chivers@orr.gov.uk">Will.Chivers@orr.gov.uk</a>	

If you would like to contact our network co-chairs please get in touch with either Jeevan Jones ([Jeevan.Jones@ofwat.gov.uk](mailto:Jeevan.Jones@ofwat.gov.uk)) or Dianne Nichols ([Dianne.Nichols@ofgem.gov.uk](mailto:Dianne.Nichols@ofgem.gov.uk)).