



Governance Report

December 2020



MIGRATION ADVISORY COMMITTEE

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Foreword

The MAC is a non-statutory, non-time limited, advisory non-departmental public body (NDPB) funded by the Home Office. Established in 2007, the Committee is currently made up of five members, including a Chair. Biographies of the Members of the Committee is given later in this report. The MAC is required to produce an annual set of financial results and these form an integral part of this governance report. A summary list of the stakeholder engagements that the Members of the Committee, along with the Secretariat, have attended in the year is also provided.

This Governance Report sits alongside and separate to the more analytically focused Annual Report. The Annual Report forms part of the new wider remit of the MAC that was established in the 2018 Immigration White Paper and as laid out in the new framework document.

The appointment of a new Chair during the course of this year required that a new [framework document](#) be agreed. The new framework, signed and agreed between the MAC and the Home Office on 25 September 2020, provides for how the two organisations will work together. Available on the MAC website, it lays out our terms of reference, governance arrangements along with the responsibilities of the Home Office and the MAC Chair, Members and Secretariat. Finally, the working arrangements of the MAC and how it goes about its business are detailed in the framework document.

As an NDPB, there is a Cabinet Office requirement that the MAC be subject to an independent tailored review at least once in the lifetime of a Parliament. Such a review provides the opportunity for assurance and challenge of good governance and efficiency of public bodies. This review for the MAC was completed in September 2019, and the Committee and Secretariat engaged actively with the review process. We thoroughly support this review into our work, as we think it is vital for the confidence of the public and Parliament that we are subject to appropriate scrutiny. It is disappointing to note that, over a year on from its completion, the review has yet to be published by the Government. The Nolan Principles of Public life highlight a commitment to accountability and openness, and we would urge the government to publish the review without further delay.

MAC Committee

Chair



Professor Brian Bell

Brian Bell is a Professor of Economics at King's Business School, a faculty of King's College London. He joined KCL in 2017, following 4 years as an Associate Professor in the Department of Economics at Oxford University and a Tutorial Fellow at Lady Margaret Hall, Oxford. He is a Research Associate at the Centre for Economic Performance at the London School of Economics. Professor Bell is a leading labour economist who is widely published, and his work on immigration has included papers examining the progress of immigrants in the labour market in the UK, and the impact of immigration on crime in the UK. He has also worked extensively outside academia, including at the Bank of England, the International Monetary Fund, and in a number of financial companies in the UK.

Professor Bell has previously served as a member of the Police and National Crime Agency Remuneration Review Bodies.

Appointed February 2018 to February 2021

Appointed Chair July 2020 to June 2023

Members



Dr Jennifer C Smith

Dr Jennifer C Smith is Associate Professor in the Economics Department at Warwick University and Associate Researcher at the Centre for Competitive Advantage in the Global Economy (CAGE). Her research focuses on UK labour market dynamics. Her past work has looked at wage setting, local labour markets, pay comparisons, job satisfaction, nominal and real wage rigidity, unions, unemployment, and labour market mismatch. Jennifer is a Regular Academic Visitor at the Bank of England, having previously acted as Academic Consultant to the Bank on wage rigidity. Before moving to Warwick University, Jennifer worked for 5 years as a Bank of England economist, having previously lectured at Queen's University, Canada, and studied at the Universities of Oxford and Cambridge.

Appointed November 2012 to November 2015

Reappointed December 2015 to November 2018

Reappointed November 2018 to November 2020, this term was subsequently extended to February 2021



Professor Jo Swaffield

A Professor of Economics and Head of Department at the University of York, Professor Swaffield is an applied micro labour economist with strong research expertise in the UK labour market and a track record of providing quality research evidence to government. Her main research fields are in labour economics and applied micro-econometrics, focusing on issues such as the gender wage gap, low wages including minimum wages and the living wage, and employment, particularly in terms of working hours.

Professor Swaffield's research has been published in leading economics journals and gained external funding from prestigious funders. She has delivered a number of commissioned research reports that have formed part of the evidence base for the Low Pay Commission's recommendations on the UK's National Minimum Wage.

Appointed

February 2018 to February 2021

Financial reporting

The MAC are allocated a budget by the Home Office, which is managed by the Head of the Secretariat. The MAC's resource budget for the period 1st April 2019 to 31st March 2020 was £994,209.

It is used for the costs of:

- the MAC Secretariat (a team of around 19 civil servants),
- the Chair, who is paid £40,000 per year (for an expected two days' work per week on MAC business) and,
- committee members fees (a rate of £275 per day), with members normally working two days per month on MAC business. Members are expected to attend at least 80% of the full meetings held by the MAC per year, with these typically being held at least once per month.
- non-pay administrative costs including;
- travel and subsistence,
- staff training,
- production of reports, and
- subscription licence for data

Table 1: 2019-20 Budget and expenditure

	Budget (£)	Expenditure (£)
Secretariat salaries		728,319
Chair salary		36,667
Committee members' fees		39,875
Travel and subsistence		11,829
Training & Development		9,995
Conference & Publications		7,470
Other Office Costs		9,396
Total	994,209	843,551

Source: Home Office financial system

Notes: Budget breakdown is not available. Total resource budget was delegated as a single amount.

The final expenditure, excluding research, which is detailed below, was underspent by around £150,000.

Overall, this was as a result of:

- a) vacancies within the secretariat during the year, which also led to corresponding reductions in spending on travel and training,
- b) the Chairs salary not inclusive of the full reporting year, as the previous Chair finished his term in February 2020.

Research is not included in Table 1, as it does not represent part of the day-to-day running costs of the MAC but is instead wholly driven by the commissions the MAC receives from Government. All research is separately commissioned by the secretariat on behalf of the MAC, using the standard Home Office procurement process, to ensure that it delivers value for money.

Research and publications

Oxford Economics were awarded the tender to provide external research to support the work on the MAC report:

['A Points-Based System and Salary Thresholds for Immigration'](#)

Their research, which cost £32,500, was published alongside the final MAC report on the MAC website and can be found at the following link:

[Fiscal contribution of EU migrants - update and scenario analysis: Oxford Economics report](#)

Recruitment

Madeleine Sumption was reappointed as a member of the MAC for a further 3 years from 23rd July 2019.

Professor Alan Manning left in February 2020 after completing his three-year tenure as Chair of the MAC. MAC member, Professor Brian Bell took on the role of Interim Chair, before being appointed to the post officially on 1st July 2020.

In October 2020, both Dr Jennifer Smith and Professor Jackline Wahba OBE agreed to extend their terms as members until February 2021.

2020 stakeholder engagement

Record of all engagement in 2020 leading up to this report.

Date	Event	Attendees
04 Feb	Tech UK: Migration Group Roundtable	Prof Alan Manning (Chair) Secretariat Members
10 Feb	MAC/DfE introduction	Secretariat Members
12 Feb	Speaking at IPPR Point based Immigration System Roundtable	Prof Alan Manning (Chair) Secretariat Members
25 Feb	Westminster Legal Policy Forum: The UK immigration system - the future for migration law, enforcement, and policy development	Prof Alan Manning (Chair) Secretariat Members
25 Feb	London Assembly Economy Committee	Prof Brian Bell Secretariat Members
27 Feb	Global Immigration & Mobility Conference 2020, Baker McKenzie	Prof Brian Bell Secretariat Members
02 Mar	Scotland Office – MAC engagement	Secretariat Members
10 Mar	X-Whitehall Migration and Labour Market Analysis Group	Toby Nutley (Head of Secretariat) + Secretariat Members
31 Mar	SOL commission and Scotland	Secretariat Members
16 Apr	PwC / MAC Consultation	Secretariat Members
20 Apr	IAG Meeting	Toby Nutley (HoS)
20 Apr	BCC SOL Meeting	Prof Brian Bell (Chair) Secretariat Members
21 Apr	Meeting with the DfE Immigration Team	Secretariat Members
23 Apr	Meeting with Kevin Foster, Minister for Immigration	Prof Brian Bell
23 Apr	Meeting working with Devolved Administrations of Scotland and Northern Ireland	Toby Nutley (HoS) + Secretariat Members
24 Apr	Meeting with FDF stakeholders	Secretariat Members
27 Apr	PWC Stakeholder Event	Prof Brian Bell (Chair), Madeleine Sumption Toby Nutley (HoS) + Secretariat Members
29 Apr	London First Roundtable	Dr Jennifer C. Smith, Madeleine Sumption Toby Nutley (HoS) + Secretariat Members
29 Apr	DfE/MAC call	Secretariat Members
01 May	Points-Based Immigration System - Scotland comms and engagement discussion	Secretariat Members
01 May	PWC - Stakeholder Engagement	Secretariat Members
04 May	Cavendish Coalition & MAC	Dr Jennifer C. Smith, Prof Jo Swaffield Toby Nutley (HoS) + Secretariat Members
07 May	Meeting with Skills Development Scotland	Toby Nutley (HoS) + Secretariat Members
13 May	EY SOL stakeholder event	Prof Brian Bell (Chair) Secretariat Members
14 May	Meeting with MAC & Northern Ireland Government	Toby Nutley (HoS) + Secretariat Members
14 May	Meeting with PwC	Secretariat Members
18 May	Education Advisory Group	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
19 May	National Advisory Group	Prof Jo Swaffield

		Toby Nutley (HoS) + Secretariat Members
20 May	Employer Advisory Group	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
21 May	DEFRA Engagement	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
21 May	Meeting with the Scottish Government	Toby Nutley (HoS) + Secretariat Members
27 May	Northern Ireland SOL Stakeholder engagement	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
28 May	Scotland SOL Stakeholder event	Prof Brian Bell (Chair), Prof Jo Swaffield Toby Nutley (HoS) + Secretariat Members
29 May	Scotland SOL Stakeholder event (2)	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
04 Jun	Wales SOL Stakeholder event	Prof Brian Bell (Chair), Prof Jo Swaffield Toby Nutley (HoS) + Secretariat Members
05 Jun	Meeting with Professor Alan Felstead Cardiff University	Toby Nutley (HoS) + Secretariat Members
09 Jun	Immigration Bill Committee	Prof Brian Bell (Chair)
10 Jun	Meeting with Professor Anne Green Birmingham University	Toby Nutley (HoS) + Secretariat Members
10 Jun	Meeting with Dr David Owen	Toby Nutley (HoS)
10 Jun	Meeting with Professor Patricia Findlay	Toby Nutley (HoS)
15 Jun	PwC call regarding Irish SOL	Secretariat Members
17 Jun	Meeting with Government of Wales Chief Statistician Glyn Jones	Toby Nutley (HoS) + Secretariat Members
17 Jun	Telecom with Professor Francis Green	Toby Nutley (HoS)
22 Jun	Food and Drink Industry Roundtable	Prof Brian Bell (Chair) + Secretariat Members
24 Jun	Home Affairs Select Committee	Prof Brian Bell (Chair) Secretariat Members
29 Jun	SOC codes discussion with NHS	Secretariat Members
07 Jul	Immersion Day in Wales (Part 1&2) Welsh Parliament / Senedd Cymru	Secretariat Members
14 Jul	Meeting with Tesco re: SOL	Secretariat Members
21 Jul	Common Sense Parliamentary Group	Prof Brian Bell (Chair)
24 Jul	Migration policy and skills	Secretariat Members
06 Aug	Telecom with Care England & MAC	Prof Brian Bell (Chair) Secretariat Members
13 Aug	Institute for Government Roundtable	Prof Brian Bell (Chair)
24 Aug	Meeting with Diane Dodds, Minister for the Economy-Northern Ireland Executive	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
04 Sept	MAC Stakeholder Forum	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
17 Sept	NI/MAC Engagement	Secretariat Members
18 Sept	Meeting with Human Trafficking Foundation	Prof Brian Bell (Chair)
23 Sept	IGC Immigration Working Group Meeting - Immigration and COVID-19	Secretariat Members
06 Oct	Launch event for City of London Corporation & EY report - 'Building an immigration system for the future of work'	Prof Brian Bell (Chair) Secretariat Members
08 Oct	Meeting with National Farmers Union	Prof Brian Bell (Chair) Secretariat Members
09 Oct	MAC and Welsh Government meeting re data analysis for SOL	Secretariat Members

12 Oct	Meeting with Jeremy Miles, Counsel General & Minister for European Transition, Welsh Government	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
15 Oct	Westminster Legal Policy Forum: The next steps for the UK Immigration System	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
19 Oct	MPI Europe Invitation: Virtual Roundtable on Labour Market Needs and The Role of Migration	Toby Nutley (HoS)
03 Nov	Meeting with Ben Macpherson, Minister for Public Finance and Migration, Scottish Government	Prof Brian Bell (Chair) Toby Nutley (HoS) + Secretariat Members
03 Nov	UK Parliament: Economic and social aspects of migration	Prof Brian Bell (Chair) Secretariat Members
05 Nov	Migration Advisory Committee & Department of Education / Skills and Productivity Board Intro	Toby Nutley (HoS) + Secretariat Members