

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY THE CONNÉTABLE OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 23rd OCTOBER 2018**

Question

Will the Chief Minister advise whether Ministers have been, or will be, involved in the appointment of senior staff to the departments which support them; and, if so, will the Chief Minister further advise whether training in interview techniques is given to them and if not, why not?

Answer

The involvement of politicians in the recruitment and selection process for senior States of Jersey employees is set out in the Guidelines published by the Jersey Appointments Commission. The Guidelines state that only when filling the vacancy of the post of Chief Executive to the Council of Ministers should a Minister be involved directly in the interviewing and appointment of applicants

In all other cases, Ministers would not normally be included as members of a panel.

However, where a post will be of interest to a Minister, they may request to take an active interest in the recruitment and selection processes associated with filling that post. In this connection, the Minister could be invited to participate in commenting on the following areas:

- the period of the contract which will apply to the post;
- the job description
- issues they might want to raise after informal meetings with any short listed candidates together with any relevant questions that might be asked by the Panel

The candidate recommended for appointment must be the person deemed to be the most appropriate based on merit against the criteria agreed by the panel and the Jersey Appointments Commission as necessary.

The Minister may be invited to meet the selected candidate once the panel has confirmed its decision to appoint, but he or she may not influence the decision of the panel.

If training in interview techniques is required for Ministers, this can be provided on an ad hoc basis by the Human Resources department.