

3.1 Deputy D.W. Mezbourian of St. Lawrence of the Chief Minister regarding succession planning for senior management positions:

Would the Chief Minister advise the House what succession planning policies and procedures are in place, if any, in order to ensure that all appointments to senior management positions, including that of Chief Officer of a Department, are made from within the public sector?

Senator F.H. Walker (The Chief Minister):

All appointments to the public sector in Jersey are governed by a code of practice established by the Jersey Appointments Commission. The code states that: "Recruitment by fair and open competition and appointment on merit should always be pursued wherever possible to test the market for the best person for the job and to demonstrate that the appointment is above patronage and partiality. This means that the most senior posts are normally advertised both in Jersey and more widely in the UK to ensure the widest possible opportunity of getting the most able candidates for the Jersey public service. Ideally though it would be our aim to ensure that there are candidates already working within the public service who will have been trained and developed to a level that enables them to compete on an equal footing with any external candidates. It is our intention to develop a new management and leadership programme designed to take those within the public service deemed to have the most potential and prepare them to be in a strong position to compete to become the next generation of chief officers and senior managers. It is expected that this new programme will commence later this year. The key issue though is that appointees for all jobs with the States should be the best candidates available, be they internal or external.