

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY R.G. LE HÉRISSIER OF ST. SAVIOUR**

ANSWER TO BE TABLED ON TUESDAY 5th JUNE 2007

Question

What background information is sought by the Human Resources Department and the Appointments Commission when a States department seeks to recruit senior personnel from outside the Island?

Answer

The Jersey Appointments Commission's guidelines reflect best practice in recruitment in order to ensure appointments are made on the basis of merit following an open and competitive process.

The Commission and States Departments share an overall aim to make sound appointments which are in the best interests of both the public service and the Island of Jersey.

With regard to senior appointments, in the context of relatively small services and the consequent limitations on potential pools of suitable local applicants, the Commission's recruitment codes would normally require that the competition is opened up to potential candidates outside the Island.

However, where a Department considers that a sound appointment can be made without resorting to an off Island competition, an agreed process is in place whereby compliance with the Commission's guidelines can be achieved. That process involves the Department demonstrating that it believes there is a pool of potentially suitable local applicants. Since the establishment of the Appointments Commission, this process has been used on a number of occasions and has led to a mixture of on and off Island appointments at senior level which have all complied with the Commission's principles for open and sound recruitment.

In all cases, when a States Department seeks to recruit to a senior position, the Appointments Commission –

- works with the Department to gain information on the nature and context of the job;
- is consulted on the content of the job description;
- gives guidance as to the extent of the arena from which competition will be invited.