

**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

Would the Chief Minister advise members which States departments, if any, have formal succession plans in place for the appointment of senior staff?

Answer

There is a formal States-wide Human Resources Policy on Succession and Career Management in place, and this was introduced some ten years ago. The policy is still sound with regard to the aims it seeks to achieve, but it does need review and updating, e.g. there are no references to the rôle of the Appointments Commission as it was written before that body was established. I have therefore asked the Director of Human Resources to update the policy and present it to the States Employment Board for approval as soon as practicable.

It is true that the policy may not have been fully adhered to in all cases. However, Departments have been acting in accordance with the spirit of the policy, and have been providing training and development opportunities to enable officers to be in a position to apply for the more senior positions. As a result, three quarters of senior appointments are held by locally qualified officers, many of whom have been promoted from within the States workforce as a result of training and other learning initiatives.

My expectation is that a combination of the new policy and the initiatives recently launched under the leadership of the Director of Human Resources, and operating within the new structures he has introduced, will from this point, lead to local candidates being even better positioned to fill the more senior posts within the States.