

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

**ANSWER TO BE TABLED ON TUESDAY 5th JUNE 2007**

**Question**

Would the Minister advise members under what circumstances the Department recruits senior personnel from outside the Island and what rôle, if any, she plays in the process?

**Answer**

When appointing to a senior position, the Home Affairs Department consults with the Jersey Appointments Commission at the earliest possible stage. The Commission will normally approve the advertisement, the media to be used and the extent of the arena from which competition is to be invited.

Selection to Senior Home Affairs positions is based on the qualifications, skills, competencies, experience and personal qualities needed to do the jobs. In the case of some of the Home Affairs Services this will include relevant professional qualifications appropriate to maintain credibility and recognition at U.K and international level.

In the case of senior appointments the Appointments Commission will normally require the position to be publicised both locally and outside of the Island. However, prior to advertisement, the pool of prospective applicants are considered together with other relevant factors such as the age profile of existing senior staff. Where it is considered that there are likely to be suitable and eligible local candidates, permission will normally be sought to only advertise within the Island. Applicants are then considered equally on merit and assessed against the selection criteria at each stage of the recruitment process.

Conversely, where it is not considered that there is likely to be a pool of suitable and eligible local candidates, permission will be sought to advertise both locally and outside of the Island.

I take an active interest in the recruitment and selection processes associated with filling my senior positions as those appointed are of considerable importance for the setting and delivery of my policies. In line with the Jersey Appointments Commission Recruitment Code on senior recruitment, I am invited to participate in such areas as the period of the contract, criteria for appointment and the composition of the selection board. In the case of the appointment of my two chief officers, I will be involved directly in the interviewing of applicants but in other appointments I normally take no direct part in the selection process.