

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY R.G. LE HÉRISSEIER OF ST. SAVIOUR  
ANSWER TO BE TABLED ON TUESDAY 17th APRIL 2012**

**Question**

Will the Chief Minister explain why, given the long standing commitment to succession planning, the vast majority of appointments notified via R.30/2012 (States Employment Board: applications under P.59/2011 – activity report for the period June to December 2011) are external?

**Answer**

The States Employment Board supports and wants to significantly strengthen its long term commitment to Succession Planning for its employees. It recognises that not all jobs in the States can be filled by local candidates due to the highly specialised nature of some positions. However, it is important to ensure that local candidates are best prepared to compete for States roles wherever possible.

The States Employment Board has recently commissioned a report on senior posts in the public service to consider succession planning, pay and grading to underpin the delivery of a modern public service.

As part of this commitment, 293 States junior and middle managers have enrolled on the states flagship management programme – The Modern Manager since 2006. In addition, the States continues to develop its staff through a variety of professional, managerial and technical qualifications/courses as identified through regular development reviews.

Within the report in question, 6 posts required specialist expertise and qualifications not normally available on the island (4 Health Consultants and 2 Law Draughtsman). All were subject to competitive recruitment. 3 posts were filled internally either through internal transfer or regrading. The remaining positions were subject to open recruitment both internally and externally (on and off island) under the States recruitment process, overseen by the Jersey Appointments Commission