

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G. P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON MONDAY 12TH DECEMBER 2016**

**Question**

Given the findings of the States of Jersey Complaints Board contained in R.75/2016 that the process adopted by the States Employment Board in the case of the dismissal of Mr. Alwitry could “*never be considered acceptable, reasonable, just or fair*”, what changes to employment or human resources practices, if any, will the Chief Minister adopt across all Departments to ensure that the requirements of procedural fairness are met; and, if not, why not?

**Answer**

The States Employment Board does not accept the majority of the findings of the States of Jersey Complaints Board for the reasons set out in detail in the response of the SEB dated 4 October 2016 and published by the PPC.

In 2015, amendments were made to the Employment of States of Jersey Employees (Jersey) Law 2005 which allowed for the introduction of codes of employment practice, one of which covers recruitment and selection. In addition, the Jersey Appointments Commission monitors recruitment and selection standards in the public service. Processes and standards are regularly monitored to ensure good practice and lessons learned are translated into day to day practice.

The Board, through its own earlier reviews of the termination of Mr Alwitry`s contract, had identified some weaknesses in the recruitment process for consultants. These have been rectified by the current Hospital Managing Director since her appointment in 2013.

In total, the Hospital has successfully recruited 21 Consultants since 2012 using revised processes which were not all in place at the time of Mr Alwitry`s termination. Verbal and written feedback has been received from successful and unsuccessful candidates and Royal College representatives complimenting the Hospital on its recruitment process.