

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY THE DEPUTY OF ST. JOHN
ANSWER TO BE TABLED ON TUESDAY 17th JANUARY 2017**

Question

Will the Chief Minister provide the number of grievances filed by States of Jersey employees during 2015 and 2016; and advise what work, if any, he has undertaken to ensure that current policies in this area are fit for purpose?

Answer

| Department | 2015 | 2016 | Total |
|--|-------------|-------------|--------------|
| Chief Minister's Department (Inc. HR & Information Services) | 1 | 2 | 3 |
| Comm and Const Affairs (CCA) | 6 | 1 | 7 |
| Department of the Environment | 1 | | 1 |
| Economic Development, Tourism, Sport and Culture | | 1 | 1 |
| Education | 8 | 7 | 15 |
| Health & Social Services | 29 | 12 | 41 |
| Infrastructure | 5 | 2 | 7 |
| Non Ministerial States Funded | | 2 | 2 |
| Social Security | | 2 | 2 |
| Treasury and Resources | 1 | | 1 |
| Total | 51 | 29 | 80 |

HR policies are regularly reviewed on a two /three year cycle. The policy concerning grievance is currently under review. This is undertaken by the Joint Policy Consultation Group (comprised of Management and Trade Union Representatives). A meeting is due to take place at the end of the month with representatives specifically to discuss improvements that can be made to the informal resolution process.