

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

**Question**

Will the Chief Minister set out the role of the States Employment Board in the termination of the contract of employment of Mr. Alwitry and, in particular,:

- (a) set out a complete timeline of the Board's involvement, showing what meetings took place to discuss the termination, when they took place and who was present, or, if telephone or email meetings took place, when they were conducted and which members took part (including who responded to emails) and what decisions were taken;
- (b) explain whether any consultants took part in any discussions with the Board and, if so, who they were and for what purpose they took part;
- (c) explain what actions, if any, the Board took to contact, interview, or ascertain from Mr Alwitry his side of the story and, if no action was taken, explain why that was the case; and
- (d) explain when and why the Board commissioned reports from the former Solicitor General, Mr. P. Beal and Ms. M. Haste of CMP Resolutions?

**Answer**

- a) The initial consideration of the Health and Social Services Department recommendation to rescind the contract took place via email exchange presented by the previous States Human Resources Director between members (Chief Minister, Housing Minister, Assistant Treasury Minister, Connetable of St Lawrence and Deputy of St Mary) on 21<sup>st</sup> November 2012. A full chronology can be provided later.
- b) No consultants (whether external consultants or hospital consultants) advised the Board in relation to the Health and Social Services Department recommendation to rescind/withdraw.
- c) The approach taken to communicate by letter (but not to interview) Mr. Alwitry in November 2012 was adopted by Health and Social Services Department. The absence of an interview/appeal mechanism has been commented upon by the States Complaints Board and may be the subject of legal proceedings. Subsequently, Mr. Alwitry was interviewed by all three report authors in order to ensure his evidence was part of their respective reports and conclusions.
- d) The Haste Report was commissioned in January 2013 to determine if a mediated resolution could be achieved.

The Beal Report was commissioned in March 2013 to determine the robustness and integrity of the recruitment process and the decision making process from the offer stage to rescinding the offer of employment.

The report of the former Solicitor General was commissioned in September 2013 to provide a review of all aspects of the case.

The Sharp report was commissioned in September 2013 to provide a fully independent definitive review of all aspects of the case.