

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY THE DEPUTY OF ST. PETER  
ANSWER TO BE TABLED ON TUESDAY 10th JULY 2018**

**Question**

What process, if any, is in place to ensure that all States job vacancies are filled locally before they are advertised in the U.K. and elsewhere; what checks and balances are in place to ensure that such a local search has been done thoroughly; and what is the Chairman's assessment of the robustness of this process?

**Answer**

Where possible, we should seek to resource our public service locally, but the States of Jersey has a longstanding approach of securing specialist and senior resource from outside Jersey where necessary. The private sector operates on a similar basis.

In particular, given the complexity of some senior roles in front line departments, the importance of quicker improvement in areas such as mental health services, and the urgent need to boost capability and take action in critical areas, the appointment of experts from the UK is necessary, in order to protect and improve services to Islanders. This is also the case in areas such as the recruitment of nurses, doctors, teachers and social workers from overseas.

At the same time, as an employer we need to invest in developing the skills of established residents in all these areas, and support career progression in our public service.

As to the robustness of processes, all senior appointments, whether permanent or temporary, have been made in accordance with States Employment Board policy and overseen by the Jersey Appointments Commission. The States Employment Board receives half yearly briefings from the Chair of the Jersey Appointments Commission, and the Commissions annual report of its activities and quality assurance role is lodged with the States. A link is provided to explain its role more fully.

<https://www.gov.je/government/departments/chiefministers/chiefministerssections/jerseyappointmentscommission/Pages/index.aspx>

An early meeting is being arranged between the Chair of the SEB and the Jersey Appointments Commission as part of the new Boards induction.

As the new Chair, I will raise this issue, so we can support local appointments in our public services, and training, wherever possible and appropriate.