

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY I. GARDINER OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 8th OCTOBER 2019**

Question

Will the Chair advise what blind interview, or blind recruitment, policies are currently in place in relation to the recruitment of civil servants and when any such policies were introduced; and if there are no such policies in place at present, will the Chair state what plans, if any, there are to introduce them?

Answer

The SEB has no current policies on anonymised (blind) applications for employment at present.

In response to the Scrutiny Panel's work on the Gender Pay Gap across Jersey, we committed to look at it, and how we would introduce such a policy.

As part of the Government Plan, we are looking to a number of improvements and enhancements within People and Corporate Services, including the introduction of Talent Link, a recruitment module that will allow us to introduce anonymised applications as well as monitor any bias within our recruitment processes.

However, we are currently not looking to introduce anonymised interviews, although we will be implementing unconscious bias training for those responsible for interviews.

Cost of Producing Answer

As a means of giving an approximate indication to the time and cost of producing an answer to a written question, it has been decided that answers shall include a cost, broken down by civil service grade:

Group Director x 5 mins £7

TOTAL: £7