

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY K.G. PAMPLIN OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 8th OCTOBER 2019**

Question

Will the Chair set out the work undertaken to date by the current States Employment Board on succession planning for senior roles in the States of Jersey, including the roles of Chief Executive, the Directors General and the Greffier of the States?

Answer

During the recruitment to tiers one and two of the One Government Target Operating Model all candidates, internal and external undertook psychometric and technical assessments. These assessments have since been followed up with personal development sessions with the individuals and their line manager to identify development and progression for the individual.

Additionally, at a team level, the chief executive and director generals have had initial development sessions. Director generals have an objective to develop their teams and succession plans are in place. Some have chosen to use Team Jersey to support them in this, others are underway.

Every line manager in tier one and two are required to look further into their teams to identify their succession plans.

The work planned in 2020 on talent management programmes will address the issue of succession planning in more detail with objectives being set in this respect for all senior management.

The Greffier of the States was tasked with identifying and training his successor at the time of his contract being renewed by the assembly

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