

2020.02.25

**7 Deputy J.M. Maçon of the Chairman of the States Employment Board regarding the number of local candidates in recruitment processes: (OQ.48/2020)**

Given that, in its 2018 Annual Report, the Jersey Appointments Commission reported its concern at the low numbers of the local candidates applying after being shortlisted for some roles and stated that more data was required to understand why this was so, will the Chair explain what work, if any, has been done to address this finding of the Commission and, if not, will he state why?

**Connétable R.A. Buchanan of St. Ouen (Vice-Chairman, States Employment Board - *rapporteur*):**

The States Employment Board share the J.A.C.'s (Jersey Appointments Commission) concern about the number of local candidates. In 2019, the Government had a greater focus on local recruitment companies and required those we use, not based in the Island, to undertake more local searches. This has been particularly effective when applied more recently, a more senior management team and the modern digital were all roles that were appointed to on-Island candidates. We have learned from that experience and we will replicate that throughout the rest of our recruitment process. I have to say, though, we have to remember the Jersey employment market has specific dynamics, which can make life difficult for us. We have full employment and the competition of key roles within the finance sector, the skills which are already in short supply and for which we struggle to compete and pay for. We also have a number of Government specific roles where there it is not necessarily an Island ready solution, or pool of people.

[10:45]

To this end, the States Employment Board has recently introduced a workforce development team and resourcing team to better plan for our roles going forward, to develop talent pools in the Island for those required by us and to further develop our approach to market recruitment.

**3.7.1 Deputy J.M. Maçon:**

I thank the [Vice] Chairman for that response. Will the Chairman [sic] publish the lessons learned over the new recruitment process, so that we can all have a better understanding about what improvements are going to be made and what policy changes will be enacted, if any?

**The Connétable of St. Ouen:**

Yes.

**Deputy J.M. Maçon:**

No further questions.

**3.7.2 Deputy S.M. Ahier:**

Since there are such a low number of local candidates shortlisted for some of these places, has the Chair [sic] considered having positive discrimination, whereby one locally born candidate is always on the shortlist?

**The Connétable of St. Ouen:**

I have to say we have not considered that approach. I think we would always look to include candidates that have the skill set to do the job and we would always try to include local candidates

where it is at all possible. I think to force the issue and put a candidate on, whether or not they had the skill set, would probably be a mistake, in my view.

**3.7.3 Deputy J.M. Maçon:**

Can I ask the Chair [sic] whether he feels that there is enough information to guide potential candidates and enough in the way of pathways in order to alert potential candidates how to apply for these positions in the future and what can be done there?

**The Connétable of St. Ouen:**

I thank the Deputy for his question. We openly advertise all our roles on our internet site and we are planning more enhancements to that site to create pools of people, job alerts to go out to people who express an interest in roles within the States workforce. I think we are trying our best to encourage people to apply and we are looking at innovative ways to get people registered with us so that we know that they could possibly be looking for something if it came up.

**Deputy J.M. Maçon:**

I thank the Chair for his reply.