

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY J.M. MAÇON OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 25th FEBRUARY 2020**

Question

Given that, in ‘Jersey Appointments Commission: Annual Report 2018’ (R.23/2019), it was stated that there had been “*continued requests [from the Commission] to involve [an] outgoing post-holder in the formal process of recruitment of their successor*”, will the Chair –

- (a) explain what action, if any, has been taken to implement this request;
- (b) state, in particular, whether any consideration has been given to the introduction of financial penalties in the event of non-compliance with such a requirement; and
- (c) if no action has been taken, explain why that is the case and commit to ensuring that this is made an explicit requirement during States recruitment processes?

Answer

- (a) Part (a) of the question relates directly to a specific incident. The general stance of the JAC is that the out-going post holder should not be involved in the recruitment of their successor and that organisations should be mindful of the guidance issued by the JAC when undertaking their recruitment. The States Employment Board remains supportive of the JAC’s stance on this matter.
- (b) The Jersey Appointments Commission have no powers to issue financial penalties.
- (c) The States Employment Board will be receiving a report on the powers and functions of the Jersey Appointments commission for consideration of amendments or new legislation to be introduced at the end of 2020. However, we cannot comment on the content of any proposed amendments to the powers or status of the Jersey Appointments Commission at this stage. The Jersey Appointments Commission will be consulted as part of this process.