

**WRITTEN QUESTION TO H.M. ATTORNEY GENERAL
BY DEPUTY K.G. PAMPLIN OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 25th FEBRUARY 2020**

Question

What procedures and processes are in place in the Law Officers' Department in relation to bullying, or claims of unfair treatment of staff, and whistleblowing?

Answer

The Law Officers' Department adheres to the same anti-bullying, harassment and whistleblowing policies as the Government of Jersey.

These policies are:

The Bullying and Harassment (Policy and Procedure), effective date 20/11/2019, version 1.2

The Whistleblowing Policy, effective date 21/01/2019, version 1.0

Line managers from the Law Officers' Department attended the 'Bullying, harassment and whistleblowing' training arranged by People Services for all Government of Jersey departments in 2019.

All Law Officers' Department staff are able to use the independent Expolink service to make anonymous reports of bullying and harassment and/or whistleblowing. The Expolink service is easily accessible through links on the home page of the staff Intranet titled:

'Speak-up line, bullying and harassment' and

'Speak-up line, whistleblowing'.

The whistleblowing policy is also highlighted in the Law Officers' Department's Lexcel Standards which are available to all staff on the home page of the Department's practice management system.

The Expolink service is also promoted through an advertising campaign, with colour A4 posters provided by the Government of Jersey's Communications Unit. Posters titled 'Don't ignore it, speak up' and 'If it feels wrong, speak up' are sited in prominent areas around the Department. The call to action on the posters are the Expolink service's confidential telephone number and the web address of the confidential online form.

All staff at the Law Officers' Department are bound by the States of Jersey Code of Conduct which states that: "Everyone has a right to be treated with respect" and that "bullying is totally unacceptable."

The Department's staff also adhere to the Government of Jersey's Collective Core Values and Behaviours, particularly the "We are Respectful" core value, and lawyers working in the Law Officers' Department also adhere to a specific Code of Conduct for Lawyers which sets out the high standards of behaviour required.