

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY K.F. MOREL OF ST. LAWRENCE  
QUESTION SUBMITTED ON MONDAY 12th APRIL 2021  
ANSWER TO BE TABLED ON MONDAY 19th APRIL 2021**

**Question**

In the selection process for a new Government Chief Executive Officer, will the Chair explain the role of those members of the selection panel who represent the Jersey Appointments Commission (J.A.C.) and advise whether the members of the J.A.C. are 'voting' members of the panel?

**Answer**

Article 26AA, of the Employment of States of Jersey Employees (Jersey) Law 2005, concerns the appointment of the Chief Executive Officer. This is supplemented by the guidance produced by the Jersey Appointments Commission, approved by the States Employment Board for the recruitment of the Chief Executive Officer.

The Board require the Jersey Appointments Commission to nominate Commissioners who shall be part of the panel that selects the Chief Executive Officer. Their functions broadly include:

- the approach to market, the role profile and selection of any agencies to undertake search activities;
- the criteria for selection, including each stage of selection such as longlisting, shortlisting and technical interview stages;
- assessment of the candidates for appointment to the role;
- undertaking the final interview panel; and
- The determination of the successful candidate on the basis of merit.

For all other appointments, the JAC Chair or Commissioner would normally chair the appointment process, although is not involved in decision-making. The appointment of the Chief Executive Officer requires Commissioners to be part of the decision-making body. Therefore, the Board appoint a person independent of the JAC to oversee the appointment and decisions ensuring that:

- the process is fair, efficient and conducted in accordance with best practice and principles in relation to the Code of practice for recruitment, the law, and JAC guidance; and
- the successful candidate is appointed on merit.

The Board have appointed the First Commissioner of the United Kingdom Civil Service to act as the independent Chair of the appointment panel. This role is not involved in the decision-making aspects of the appointment.

The Jersey Appointments Commission have nominated the following Commissioners to the appointment panel:

- Dame Janet Paraskeva: Chair of the JAC
- Peter Charalambous: Deputy Chair of the JAC

- Helen Ruelle: JAC Commissioner

It might also be of interest to note that the guidance issued by the JAC allows for a level of informal engagement with elected Members during the appointment process. The value of including other Members is recognised, and is in the process of being addressed, and will be finalized in due course.