

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. SCOTT OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 2nd OCTOBER 2023
ANSWER TO BE TABLED ON MONDAY 9th OCTOBER 2023**

Question

“Further to the responses provided to both [Written Questions 23/2023](#) and [63/2023](#), will the Chair provide detail on any guidelines and training materials for public employees regarding interpretation of the Codes of Practice, including the definition of bullying, harassment, conflict of interest and public interest, negligence, breach of confidentiality, engaging in political activities and what constitutes gross misconduct, and advise –

- (a) how many employees across the public sector (both as a percentage and in real terms) have received any training in the interpretation of the Codes of Practice;
- (b) what work is being undertaken to better align the Codes of Practice with best ethical standards and practice in professional organisations outside the States and Government of Jersey, and if none, why not;
- (c) what consideration, if any, is being given to the establishment of a support framework for public employees to provide recourse to an independent third party to offer informal rulings and advice on conduct issues including the definitions on the previous areas; and
- (d) what consideration, if any, is being given to making training in ethical conduct compulsory and training repeated during an employee's service within the government organisation?”

Answer

(a) We do not currently have a full record as there are not specific courses. We regularly communicate and include Codes within management development and induction.

(b) As part of developing our career structures, we will be working with heads of professions to map within Connect People professional standards, training requirements and CPD (continuous professional development) activities. These will be incorporated into the performance management for each professional group. This will include any professional standards and training related to ethical practice for individual professions.

(c) There is no consideration for this work. Employees are encouraged to join a trade union. The employment relationship is a private one and it is not appropriate to outsource our obligations under the laws to ensure employees and investigations are undertaken in line with Codes of Practice issued by JACS and our own policies.

(d) The requirements will differ between professions and professional standards. A blanket approach is not being considered.