

**STATEMENT TO BE MADE BY THE MINISTER FOR HOME AFFAIRS
ON TUESDAY 26th MARCH 2019**

Update on the Justice and Home Affairs Target Operating Model

On 4 February 2019, the Department for Justice and Home Affairs published a draft Target Operating Model which set out a number of proposed structural changes. This included changes to the States of Jersey Police, the Customs and Immigration Service, the Ambulance Service, and the Fire and Rescue Service.

These changes aimed to enable greater collaboration and cooperation between the services to facilitate better gathering and sharing of information and intelligence, as well as promote more efficient and effective use of resources.

The Department consulted on this between 4 February and 6 March and received over 200 responses.

I have been closely involved throughout the process. I have had regular meetings with my senior officers in the Department, I have met with staff in the services affected and I have seen and considered all the responses to the consultation.

It is clear to me that the staff in these services are engaged, open to change and keen to contribute to improving our frontline services.

It is also clear that there was concern about some aspects of the proposals.

As you would expect, we have listened carefully to all the responses and have made important changes accordingly.

I am personally grateful to everyone who took the time to engage in this process.

Heads of service

The changes proposed combining the Chief of Police and the Head of Customs and Immigration into a Head of Law and Border Enforcement. Concerns were raised about the size and scope of the role, the role title, perceived threat to police independence and potential conflicts between the role of the Agent of the Impôts and the Chief of Police. Concerns were also raised about a perceived erosion of the culture and identity of the Customs and Immigration Service because many of the services it delivers are not related to law enforcement.

I have considered these issues in detail and have decided to keep the two roles, Chief of Police and Head of Customs and Immigration, separate. However, these services will continue to forge closer working relationships on law enforcement matters.

The changes also proposed combining the Chief Fire Officer and Chief Ambulance Officer into a Head of Fire and Ambulance. Similar concerns were raised about the size and scope of the role, especially the potential impact on clinical leadership and oversight of paramedics.

Again this has been considered in detail. We will continue to combine the Fire and Ambulance services because it will deliver operational benefits. However, in conjunction with the Health and Community Services Department we have decided to create a new Head of Ambulance Partnerships & Health Emergency Planning. This role will sit in Health and Community Services. It will have

the same seniority as the current Chief of Ambulance, it will provide clinical direction for the Ambulance Service, professional clinical oversight for ambulance colleagues and responsibilities for the Health and Community Services Department.

These and other changes will be set out in more detail when the final model is published in the next few weeks.

Next steps

I believe that these changes to the Model have addressed the concerns that have been raised.

I am pleased to say that these changes are broadly supported by all the current heads of service.

I would like to thank everyone who has engaged in this process, including the Education and Home Affairs Scrutiny Panel, the Deputy of St John, Deputy Wickenden and the Connétable of St Lawrence.

Following my final approval, I will be taking these proposals to the States Employment Board on 9 April. We will then set in train the recruitment processes and bring forward for debate proposed amendments to the relevant Laws as soon as possible.