



States Greffe

Deputy Kristina Moore
Chair
States Employment Board

BY EMAIL

8th February 2023

Dear Chair,

Key Performance Indicators and the Pay Protection Policy

As you will be aware, the Public Accounts Committee held its first Quarterly Public Hearing of 2023 with the Chief Executive Officer on 1st February. As part of its areas of questioning, the Committee asked about the appraisal of Chief Officers, objective setting, and the implementation of the Cabinet Office.

The Committee has considered the responses it received during the Quarterly Public Hearing, and would be grateful if you could provide answers to the following questions:

Key Performance Indicators:

During the Quarterly Public Hearing, the Committee learned that Key Performance Indicators (KPIs) for the newly appointed Chief Executive Officer (CEO) remained outstanding.

1. How has the performance of the CEO been formally assessed in the absence of KPIs?
2. Please can you provide an overview of the process used to establish KPIs for the CEO role?
3. Does the SEB have guidance or policies on the timeframe for setting KPIs for the CEO role?
 - a. If not, why not?
4. Once KPIs for the CEO have been agreed and finalised, will this factor in the performance of the CEO since she commenced her role on 1st February 2022?

Pay Protection Policy:

The Committee understands that the Pay Protection Policy includes 100% salary protection for a period of 3 years and was applied to certain SEB employees following various organisational restructures between 2018 and 2020.

1. Please can you confirm how many SEB employees, at all pay scales, have completed the 3-year period of Pay Protection in the last 12 months?

2. Please can you confirm how many SEB employees, at all pay scales, are due to complete the 3-year period of Pay Protection in the next 12 months?
3. Please can you advise how many SEB employees, at all pay scales, are due to complete the 3-year period of Pay Protection after 12 months?
4. Please could you advise whether the impact of SEB employees completing the period of Pay Protection is factored into any of the organisational Risk Registers?

The Committee would be grateful of a response by 5pm on Wednesday 15th February 2023.

Yours sincerely,



Deputy Lyndsay Feltham
Chair
Public Accounts Committee