

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY R.J. WARD OF ST HELIER CENTRAL
QUESTION SUBMITTED ON MONDAY 9th OCTOBER 2023
ANSWER TO BE TABLED ON MONDAY 16th OCTOBER 2023**

Question

“Will the Minister advise –

- (a) the process for employing staff for roles based in the Government Broad Street office; and
- (b) whether all roles have been advertised and due consideration given to all candidates, and if not, why not?”

Answer

The government’s [recruitment and selection policy](#) provides details of the principles and processes involved for recruiting staff for all roles, not just those based in the Broad Street office. There is associated guidance on the process stages that include:

- [Step 1: Adverts](#)
- [Step 2: Shortlisting](#)
- [Step 3: Interview](#)
- [Step 4: Offer](#)
- [Step 5: Clearance](#)
- [Step 6: Confirmation of employment](#)

All roles are advertised as standard procedure, this includes roles based in Broad Street. These roles may be advertised internally or externally dependent on the skills and experience required; and to ensure that the best quality appointments are made.

In certain circumstances exceptions to open recruitment are permitted, in order to provide flexibility where it is genuinely needed. These may be:

- Posts subject to succession planning and talent development
- Restructuring and redeployment
- Short term appointments (up to a maximum of 6 months)
- Extensions to short term appointments (up to a maximum of 6 months)
- Posts requiring specialists skills
- Secondments
- Social obligations (people on work schemes or with a barrier to employment)
- Acting up