

3.7 Deputy F.J. Hill of St. Martin of the Chief Minister regarding the number of Human Resources Officers employed in the public sector.

Will the Chief Minister inform Members of the number of Human Resources Officers employed in the public sector, advise whether they are subject to annual appraisals and state how frequently they attend refresher courses to ensure that they are kept up-to-date with developments in legislation and other relevant matters?

Senator T.A. Le Sueur (The Chief Minister):

The current total budgeted headcount across States Human Resources Departments is 59.75 full-time equivalents. These Human Resources employees are all subject to annual appraisal. They have access to Employment Law updates via the internet. They can contact the Central Employee Relations Centre of Expertise for advice and via that team, have access to legal support. Many of these employees are members of the Chartered Institute of Personnel and Development and can attend that professionally at regular seminars including the Quarterly Employment Law updates. In addition, the interim H.R. Director of Operations has been running a series of development workshops in H.R. business partnering as part of the skills transfer programme. Finally, when there is a significant change in Employment Law, seminars are organised in-house.

3.7.1 The Deputy of St. Martin:

I am grateful for the answer. I did note that some members are attending. Is the Minister able to inform Members whether, in fact, all 59.75 of these officers are attending regularly annual refresher courses?

Senator T.A. Le Sueur:

I cannot be categorical at this stage. I believe the majority of them certainly are.

3.7.2 Deputy T.M. Pitman:

Could the Chief Minister just confirm that updates on human rights legislation are a central part of all those updates and refresher courses? I think back through years where certainly myself and at least another couple of people were illegally denied the right to holidays that they were owed, to money that they were owed, and effectively had a campaign with no money. I know that has been overturned but is that human rights issue being taken fully on board now?

Senator T.A. Le Sueur:

The Human Resources staff is given up-to-date courses on Employment Law. Employment Law, as far as I am concerned, should be consistent with human rights legislation. There is no course specifically on human rights legislation but to the extent that that would be impacting on an Employment Law, then the Employment Law course itself would no doubt take that into account.

3.7.3 Deputy A.E. Jeune:

If I heard correctly, the Chief Minister said that many of these post-holders were registered with the Chartered Institute. What percentage are with the Institute?

Senator T.A. Le Sueur:

I do not have that information to hand but I am happy to find out and let the Deputy and Members know the answer.

3.7.4 The Deputy of St. Martin:

We heard a question from Deputy Pitman about the human rights training and I very much doubt whether any human rights training is given, given answers we have received before on this question. However, discrimination seems to be very high up in people's thoughts at the moment. Is the Chief Minister able to assure Members that at least these 59.75 officers are, in fact, receiving discrimination refresher training?

Senator T.A. Le Sueur:

Anti-discrimination principles are at the heart of good employment practice so it is a matter of normal routine. Any Employment Law updates would provide the best in Employment Law practice and therefore seek to indicate measures to avoid discrimination in any form and that in advance of any particular discrimination legislation.

The Deputy of St. Martin:

I would assume the answer is no then?

The Deputy Bailiff:

The answer was as it was given, Deputy, and I think you must draw your own conclusions as to that.