

## Common Population Policy

The proposed policy does not seem to address training of public sector and private sector staff. Certainly within the public sector, senior vacancies are announced only once notice has been given of departure, and there is then a scramble for a replacement, who invariably will take up a position some time after the previous officer leaves. It is not unusual to need to seek a replacement from the UK when a ready made fully functioning officer is desired (rather than needed).

The problem with the above practice is that instead of appointing a local officer who has invested in the organization over some years, a replacement will be sought from off Island from the UK or elsewhere. If dedicated local staff were given encouragement and discrete training, there would be no need to appoint a replacement , together with their partner, children and in the longer term perhaps aging parents, to add to the numbers and pressure on services in the Island. The benefit - zero increase in the population.

The disparity between housing costs and the cost of living in Jersey and in the UK can influence an early return to the UK as their standard of living is adversely affected. So the cycle starts over.

I think it is better to develop and retain existing staff, which has a cost in bespoke training, sabbaticals or training up periods (which will mean a duplication of staff over a short period), but may be offset by a reduced need to import whole families to fill a single post, and increased staff morale.

Yours faithfully,  
Anne Harris