

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY J.M. MAÇON OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 25th FEBRUARY 2020**

Question

Given that, in ‘Jersey Appointments Commission: Annual Report 2018’ (R.23/2019), it was stated that “*there is still a need to attract a broader range of candidates for senior posts in the independent sector and in the States of Jersey*”, will the Chair explain what action, if any, has been taken to address this matter highlighted by the Commission and, if none, will he explain why that is the case?

Answer

The States Employment Board agreed with the need for more diverse experiences and a broader range of candidates in the independent sector and across the Government.

In 2019, the States Employment Board instigated additional fields for approving roles to go to the market to consider on-island recruitment and routes to market that broaden the field. Specifically, for senior roles within the Government, our partner agencies were reminded of the need for a diverse range of candidates and on-island.

In her briefing to the third sector and regulated bodies, the Chair of the Jersey Appointments Commission explained that the Commission would be looking for a greater commitment and consideration of how to attract candidates from a broader and more diverse range of backgrounds.

In 2020, additional resources have been allocated within People and Corporate Services to address this issue more systematically and monitor more closely our ability to attract and support candidates from the Island.

The States Employment Board have also endorsed a programme run through the Government ‘I WILL’ network (women into leadership) to work with a partner to sponsor the development of women into senior and non-executive roles.