

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY H.M. MILES OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 23rd SEPTEMBER 2024
ANSWER TO BE TABLED ON MONDAY 30th SEPTEMBER 2024**

Question

“Further to the response to [Written Question 273/2024](#), will the Chair advise -

- (a) whether it is a contractual requirement for employees of the States Employment Board to be resident or ordinarily resident in Jersey, and if it is not, why not;
- (b) the process by which authorisation is granted for individuals who do not reside in Jersey to be engaged by a Government department, through any structure, and who grants authorisation;
- (c) how many contractual arrangements are currently in place with external consultants or agency workers across Government departments, and provide a breakdown of these by department;
- (d) whether there is a policy or guidance in place which sets any limits on the type of role or work which can be undertaken for the Government by an individual who does not reside in Jersey; and
- (e) whether he is considering a review as to whether the current arrangements where individuals are employed by the Government of Jersey, through any structure, whilst not being resident or ordinarily resident in Jersey are appropriate, and if not, why not?”

Answer

- (a) Yes, it is a contractual requirement for employees to reside in Jersey.

The only exception being for periods of up to 6 weeks, as well as various other conditions applying, including that the role can be performed satisfactorily in the period. The individual’s Manager and Chief Officer must agree in any such case.

- (b) There are various mechanisms for contracting individuals, as outlined below.
 - Employment by the States Employment Board, including both fixed term and permanent contractors: Appointments must conform with the requirement that the employee be Jersey resident (as well as all other standard appointment procedures).
 - Employment by the incorporated overseas offices, where necessary to support the government in promoting Jersey externally. Approval is by the relevant Accountable Officer as detailed in the published supporting documents to the Public Finances Manual (as well as all other standard appointment procedures).
 - Consultancy arrangements: All new arrangements are agreed by the Chief Executive Officer.
 - Agency and contingent labour arrangements: All new arrangements are approved by the contracting Department, unless compensation exceeds £100,000 in which case approval is by the Chief Executive up to £150,000 under powers delegated by the States Employment Board, or otherwise by the States Employment Board.
- (c) All consultancy and contractor relationships are detailed in the P59 Reports. The 2023 report is due to be published shortly. There is no contractual obligation for contractors to reside in Jersey.

Our priority is to reduce our reliance on consultancy by providing opportunities for career development to our employees who are contractually obliged to reside in Jersey.

(d) As stated in (a) above, employees of the SEB are required contractually to reside on Island. There is no policy or guidance in relation to residence for the other contracting arrangements outlined in section (b) above.

(e) The current arrangements for employment are satisfactory and appropriate – States Employment Board employees should be resident in Jersey, except for exceptional circumstances – and the States Employment Board and Chief Officers will support appropriate conformity.

In terms of wider contracting arrangement, Ministers have committed to reducing reliance on consultants, and agency staff, and bringing work in-house developing our own resident workforce wherever practical.