



Scrutiny Office

Senator Ian Gorst
Chief Minister
Cyril Le Marquand House,
The Parade, St Helier
JE4 8UL

24th October 2017

Dear Chief Minister,

Care of Children in Jersey Review Panel

First and foremost can I please offer my thanks to the department for providing the Review Panel with an advance copy of the Executive response to the recommendations contained within the Independent Jersey Care Inquiry (IJCI). The Panel has met to discuss this paper and the associated actions that have been put forward to the Council of Ministers.

I write to you in order to clarify concerns raised by the Review Panel of the headline actions put forward in response to recommendation four of the Inquiry, Building a Sustainable Workforce.

The Review Panel notes that within the Executive response, the headline actions relating to Human Resources mainly refer to issues regarding the Children's Service and its retention of staff. Whilst the Panel is pleased that this issue is to be addressed, serious concerns have been raised that there is no mention within the headline actions of an external review of the wider States of Jersey Human Resource functions and practices. The IJCI clearly calls for a change of culture within the working practices of the States of Jersey and if the recommendations made in the Inquiry are to be implemented in full, it is the view of the Panel that this particular action should be of the utmost importance.

I would be grateful of your response to this letter by Monday 30th October so that the Panel may consider its options, with the possibility of it bringing a proposition requesting an external review of the States Human Resource practices.

Yours sincerely,

Deputy S.Y. Mézec
Chairman, Care of Children in Jersey Review Panel

511/2/3 (5)

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Deputy S Y Mezec
Chairman
Care of Children in Jersey Review Panel
Scrutiny Office
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Dear Deputy Mezec

Thank you for your letter regarding the Care of Children in Jersey Review Panel's thoughts regarding the Care Inquiry Response.

I note the Panels concerns in relation to the proposed responses to Recommendation 5, 'Building a Sustainable Workforce'. In particular, the Panels' concern that the current actions identified are not sufficient to address the Care Inquiry's challenge to address the culture and working practices of the States of Jersey workforce.

I have asked Officers to review the proposed actions identified under this recommendation. As a result, the review of bullying, harassment and whistleblowing, currently being led by the States Employment Board has now been included as part of the Care Inquiry Response. It is anticipated that this independent assessment will provide a clear set of recommendations based on a clear diagnostic of the workforce and provide a solid basis upon which we can address aspects of culture and practice.

I can assure you that current workforce practice and the States of Jersey wider culture will inevitably be a priority for the incoming Chief Executive when he takes up his substantive position in November.

Thank you again to your panel's consideration of the Care Inquiry Response.

Yours sincerely

Senator Andrew Green
Deputy Chief Minister of Jersey

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Scrutiny Office

Senator Andrew Green
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21 November 2017

Our ref: 511/2/3/4

Dear Deputy Chief Minister,

Care of Children in Jersey Review Panel

Thank you for your response to our letter dated 25 October 2017. The Panel has discussed the response and must raise further concerns arising from the answers that were given.

In your letter you state that the review of bullying, harassment and whistleblowing currently being led by the States Employment Board, has been included as part of the response. The Panel has reviewed the final report (p.108/2017) and notes that there is no reference to this within the headline actions for recommendation four, 'Building a Sustainable Workforce'. Furthermore, the Review Panel made reference to a wider review of the States of Jersey human resource function in its letter, and feels the review above is only a small part of a wider issue.

I would be grateful of discussing these concerns with the incoming Chief Executive Officer, and would ask that a meeting is arranged as soon as possible. I would also be grateful of your response to this letter by Wednesday 29 November.

Yours sincerely,


Deputy S.Y. Mézec
Chairman, Care of Children in Jersey Review Panel

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24th November 2017

Dear Chairman

Care of Children in Jersey Review Panel

Thank you for your letter of 21st November 2017.

I am pleased that the Panel has taken such a keen interest in the Care Inquiry recommendation related to the workforce. Your letter queries whether the important States Employment Board review of bullying, harassment and whistle blowing is referenced in the Care Inquiry Response. I would point you towards page 16 para 10.2 and page 17 where the work is clearly referenced.

I note and agree with your wider point that this piece of work on its own is not enough to address the workforce issues as set out in the Care Inquiry. I would draw your attention to the longer list of actions related to this recommendation, which include addressing issues such as key worker accommodation and improved recruitment approaches.

I hope my response assists you in your review of the work set out for this important recommendation.

I am sure that the incoming Chief Executive Officer will wish to attend a meeting with the Panel and hopefully one of the future public meetings which have been arranged might prove to be convenient.

Yours sincerely



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