

STATES OF JERSEY



ANNUAL BUSINESS PLAN 2009 (P.113/2008): NINTH AMENDMENT

Lodged au Greffe on 2nd September 2008
by Deputy R.G. Le Hérissier of St. Saviour

STATES GREFFE

1 PAGE 2, PARAGRAPH (a) –

In paragraph (a)(i) after the words “pages 10 to 12” insert the words –

“except that after success criterion (vi) in Objective 2 on page 10 there shall be inserted the following new success criterion (and subsequent success criteria renumbered accordingly) –

(vii) Succession Plan covering senior positions in public service developed by the end of September 2009;”

DEPUTY R.G. LE HÉRISSIER OF ST. SAVIOUR

REPORT

In approving R.14/2008 (“Succession Planning in the States of Jersey”) the Chief Minister’s Department recognised that succession planning had been less than adequate when it came to preparing local persons for senior appointments in the public service. While R.14/2008 now supports this policy, it is essential that a clear implementation programme is proposed so that, as occurred previously, the situation does not drift and that, yet again, we find no sustained attempt to develop and appoint locally based persons. Hence the proposal that a properly formulated plan be presented to the States in one year’s time.

Financial and manpower implications

There should be no additional costs as such a plan should be seen as an integral part of a progressive human resources policy.