

---

# STATES OF JERSEY



## **STATES EMPLOYMENT BOARD: APPLICATIONS UNDER P.59/2011 – ACTIVITY REPORT FOR THE PERIODS JANUARY TO MARCH 2012 AND APRIL TO JUNE 2012**

---

**Presented to the States on 24th September 2012  
by the States Employment Board**

---

**STATES GREFFE**

## **REPORT**

### **Background**

Attached are the second and third activity reports outlining the requests that have been submitted to the States Employment Board in line with P.59/2011. They cover the periods from 1st January to 31st March 2012 and 1st April to 30th June 2012.

P.59/2011 identified the need for a process to be used when all posts at Civil Service Grade 15 equivalent and above are to be replaced, or where there is a significant change to an existing senior post that fits into this category. This process has been in place since June 2011.

Departments are required to submit P.59 requests for formal approval to SEB, and where recruitment to a post is necessary this cannot be undertaken until SEB approval has been given. The Jersey Appointments Commission is appropriately engaged in recruitment to these posts once approval has been given by the SEB. The SEB is mindful of the need to ensure adequate provision is made for succession planning and on-Island recruitment wherever possible, when giving approval to applications.

Each P.59 submission has to be supported by a full job description, person specification, organisation chart and, where appropriate, a current job evaluation. Salary data, including any benchmarking data, is provided to ensure informed approval is made by the SEB.

### **Activity Report January – March 2012**

In this period, covering 1st January 2012 to 31st March 2012, a total of 8 applications under P.59/2011 were submitted to the SEB for approval (see attached table for reference and detail). Seven applications were approved and one was turned down pending further review.

Appointments were made in all instances within the approved salary range. Six appointments were for existing posts and 2 were for new posts.

Six posts were recruited to externally, one was an internal appointment and no recruitment was carried out for the post under review. Two posts were additionally advertised in the UK.

The rationale for payment in all cases is based on current job evaluation, relevant benchmarking information and prevailing market forces.

The SEB also received an application for Law Officer posts to be exempt from the P.59 process. This request was turned down. The SEB is clear that all posts falling within the requirements set by P.59/2011 are obliged to follow due process.

**Activity Report April – June 2012**

In this period, covering 1st April 2012 to 30th June 2012, a total of 5 applications under P.59/2011 were submitted to the SEB for approval (see attached table for reference and detail). All applications were approved.

Appointments were made in all instances within the approved salary range. Three appointments were for existing posts and 2 were for new posts.

Four posts were recruited to externally, one was an internal appointment. Three posts were additionally advertised in the UK.

The rationale for payment in all cases is based on current job evaluation, relevant benchmarking information and prevailing market forces.

There were no submissions under the P.59 process in June

## APPENDIX

## P.59 ACTIVITY: JANUARY – MARCH 2012

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment	Date Considered by SEB
Health and Social Services	Medical Staffing Manager	£450 p.d. +Agency Fee	Existing Post	Y	Y	External	10 January 2012
Chief Minister's Department	Data Security Officer	£525 p.d.	Existing Post	Y	Y	External	10 January 2012
Health and Social Services	MD, Social and Community Services	£113,527 – £120,000	Existing Post	Y	Y	Internal Appointment	10 January 2012
Ports of Jersey	Director of HR	£750 p.d.	New Post	Y	N – Grade 13	External	7 February 2012
Treasury	Category Manager, IS	£800 p.d.	Existing Post	Y	N – Grade 14	External	7 February 2012
Health and Social Services	Trauma and Orthopaedics Consultant	£90 p.h.	Existing Post	Y	Y	External	19 March 2012
ESC	Principal, Hightands College	£110,523	Existing Post	N	N/A	N/A	19 March 2012
Health and Social Services	Emergency Medicine Consultant (1)	£74,504 – £135,950/£100 p.h.	New Post	Y	Y	External	19 March 2012
Chief Minister's Department	Law Officers	Request for P.59 Exemption for Law Officer Posts		N	N/A	N/A	10 January 2012

**P.59 ACTIVITY: APRIL – JUNE 2012**

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment	Date Considered by SEB
Health and Social Services	Emergency Medicine Consultant (2)	£74,504 – £135,950/£100 p.h.	New Post	Y	Y	External	23 April 2012
Health and Social Services	Consultant in Ophthalmology	£74,504 – £135,930	New Post	Y	Y	External	23 April 2012
Treasury and Resources	Acting Comptroller of Taxes	Up to £103,761	Existing Post	Y	Y	Internal Appointment	23 April 2012
EDD	Director of Financial Services	£180,000 – £200,000	Existing Post	Y	Y	External	23 April 2012
Health and Social Services	Managing Director General Hospital	£117,388 – £130,000	Existing Post	Y	Y	External	28 May 2012