



| States Assembly

States Greffe

Deputy Kristina Moore
Chief Minister
19-21 Broad Street
St Helier
Jersey
JE2 3RR

BY E-MAIL

2nd January 2024

Dear Chief Minister,

Corporate Services Scrutiny Panel

People & Culture Follow-up Review – Further Information Request

I am writing to request detailed information in relation to a number of key operational areas within the scope of the Panel's People & Culture Follow-up Review. As part of our ongoing focus to gain a comprehensive understanding of the current frameworks and future plans that impact employee welfare and organisational processes, the Panel requests detail on the below.

Occupational Health (OH):

- Please provide documentation on the current procedures and their implementation.
- Identify the accountable officer(s) for OH and how they are determined.
- Share any long-term strategies or developmental plans aimed at enhancing employee health and wellbeing, including OH specifics.
- Detail the support programs available for employees, especially those designed for complex and distressing cases.

Whistleblowing:

- Detail the protective measures in place for individuals who whistleblow against Senior Officers and Ministers.
- Additionally, what protective measures are in place for those who whistleblow discriminatory behaviour that makes them easy to identify.

Recruitment and Retention:

- Provide the dispute negotiation process/framework currently utilised.
- Explain the targeted approach for recruiting individuals to senior roles, including details of the application process.

Role of Chief People and Transformation Officer:

- Clarify the statutory protection considerations within this role.

Data/Minutes:

- Outline the procedure for regular reporting on suspensions, health, and safety measures.
- Provide the dashboard metrics related to employee wellbeing and disciplinary actions.
- Present data related to the Freedom to Speak Up Guardian, including information on open cases and the duration these cases have been active.
- Supply a complete list of Unions the Government engages with and the minutes from these meetings.
- Lastly, we again request the minutes from the States Employment Board meetings.

We would appreciate a prompt and comprehensive response by no later than **Wednesday 17th January 2024**.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sam Mézec', is written over a horizontal dashed line.

Deputy Sam Mézec
Chair, Corporate Services Scrutiny Panel