

**WRITTEN QUESTION TO THE CHIEF MINISTER BY  
DEPUTY R.G. LE HÉRISSEIER OF ST. SAVIOUR**

**ANSWER TO BE TABLED ON TUESDAY 17th JUNE 2008**

**Question**

How and when does the Chief Minister intend to report back to the Assembly on the implementation of the policy to ensure that more residentially qualified people are appointed to the upper echelons of the public sector?

**Answer**

Deputy Le Herissier will recall the report on Succession Planning I presented to the States on 12th February this year following the work completed by the Director of Human Resources in conjunction with a group of States Members. The Deputy will know, from his membership of that group, of the wide range of proposed actions contained in that report, which together are designed to ensure that the pool of locally qualified candidates for the more senior posts within the States is, over time, maximised.

I can confirm that each of the recommendations is being pursued and that the States Employment Board, as the appropriate body responsible for employment matters such as these is, under my Chairmanship, actively monitoring their implementation.

The Deputy will know that the benefits from effective succession planning are not something that can be achieved over a short time scale and thus the actions now being taken will only bear fruit in the medium and longer term, however, he can be assured of the continued seriousness with which this matter is viewed by myself and fellow members of the States Employment Board.