

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR  
ANSWER TO BE TABLED ON TUESDAY 12th NOVEMBER 2019**

**Question**

Further to the response to Oral Question 261/2019 and given that the States Employment Board does not currently intend to invite The HR Lounge back for a follow-up review of bullying and harassment, will the Chair provide further details about how the efficacy of the Government's implementation of The HR Lounge's recommendations will be measured, and by whom?

**Answer**

The States Employment Board continues to monitor the delivery of the plan against the recommendations of the HR Lounge. The first such formal report is due in December 2019.

The Group Director for People and Corporate Services will provide information relating to the number of complaints, the nature of the complaints and outcomes of complaints raised in relation to bullying and harassment.

The States Employment Board committed to introduce a mandatory 'exit interview' and survey this month that will allow individuals leaving the organisation to also raise concerns. This will be monitored for trends monthly and areas of concern acted upon.

Additionally, the staff survey in 2020 will have specific questions relating to behaviour, incidents or perception of bullying and harassment. We will be able to identify potential trends or areas of concern from staff feedback and put in place further actions or interventions if required.

We continuously monitor the Whistleblowing submissions (both anonymous and named) through the bullying and harassment reporting site, which is run independently. We also monitor the outcome of such allegations.

We also intend to engage with the trade unions to review perceptions of the effectiveness of the bullying and harassment policy and consult on any changes required to improve our work in this area.

If any of the above actions and reviews result in further significant concerns, we will, if appropriate, commission a further review from the HR Lounge.

**Cost of Producing Answer**

As a means of giving an approximate indication to the time and cost of producing an answer to a written question, it has been decided that answers shall include a cost, broken down by civil service grade:

DG Level x15 minutes: £20.25

Total: £20.25

