

**WRITTEN QUESTION TO THE MINISTER FOR CHILDREN AND HOUSING
BY DEPUTY M.R. HIGGINS OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 25th FEBRUARY 2020**

Question

What measures are in place to ensure that officers who support the Minister's functions act with honesty in administering those functions?

Answer

All civil servants and other officers providing advice to Ministers are required to abide by the Code of Conduct for employees and the standards in public life.

Through our recruitment practices, we ensure that all potential appointees are of good character and competent. We do this through assessment against pre-defined criteria and references from previous employers.

As an employee, they are also required to understand their roles and duties and discharge them to the best of their ability. This includes compliance with the Codes of Conduct for Employees which includes, but not limited to, management and supervision, raising concerns, performance management and disciplinary matters.

There are also a number of officers who are required to register with a professional governing body and as such are subject to professional codes of practice and conduct.

Regular supervision with an employee by their line manager will also discuss the advice and approach to the role of officers.

Where a Minister has a concern about the conduct, impartiality or integrity of an individual officer they may contact the line manager, the appropriate Director General or the Chief Executive.