

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

**ANSWER TO BE TABLED ON TUESDAY 19th JUNE 2007**

**Question**

In a written answer dated 5th June 2007, regarding Succession and Career Management Policy, the Chief Minister stated with that “the policy may not have been fully adhered to in all cases”. Would the Chief Minister explain what he meant by this statement and what steps are being taken to ensure adherence to the policy?

**Answer**

The Succession and Career Management Policy sets out clear principles to ensure there is a pool of appropriately skilled people from within the public service to meet future demands and minimise recruitment from outside the Island. The policy also sets out a number of more formal processes which are designed to support these principles, e.g. the inclusion of succession planning discussions in the business planning process, and the holding of specific meetings of departmental management teams twice a year to discuss succession planning.

It is in relation to these more formal processes that the policy has not been fully adhered to in all cases, and this is something that will be addressed during the review and updating of the Succession and Career Management Policy that I announced in my answer to Deputy Le Hérisier on 5th June 2007. This revised policy will be brought to the States Employment Board for approval as soon as practicable, and I expect the policy to be clear as to how it will be implemented by the Corporate Management Board, individual Chief Officers, Departmental management teams, and Human Resources staff.

I remain of the view that departments have been acting in accordance with the spirit and principles of the policy, both in terms of training and developing their staff, and during the recruitment and selection process, and local staff have therefore been well-placed to apply for and secure senior positions in the public sector.