
STATES OF JERSEY



STATES EMPLOYMENT BOARD: APPLICATIONS UNDER P.59/2011 – ACTIVITY REPORT FOR THE PERIOD JANUARY TO DECEMBER 2012

Presented to the States on 8th October 2013
by States Employment Board

STATES GREFFE

REPORT

Background

P.59/2011 identified the need for a process to be used when all posts at Civil Service Grade 15 equivalent and above are to be replaced, or where there is a significant change to an existing senior post that fits into this category. This process has now been in place since June 2011.

Departments are required to lodge P.59 requests for formal approval to the States Employment Board and where recruitment to a post is necessary this cannot be undertaken until SEB approval has been given.

The Jersey Appointments Commission has been appropriately engaged in recruitment to these posts once approval has been given by the SEB. The SEB has been mindful of the need to ensure adequate provision is made for succession planning when giving approval to applications.

Each P.59 submission has to be supported by a full job description, person specification, organisation chart and, where appropriate, a current job evaluation. Salary data including any benchmarking data is provided to ensure informed approval is made by the SEB.

The SEB has been keen to ensure that wherever possible appointments to posts are drawn from the local market.

Activity Report January – December 2012

During this period a total of 28 applications under P.59/2011 were submitted to the SEB for their consideration. (See attached table for reference and detail). Twenty-seven applications were approved and one was refused. Three applications were approved by the Chief Executive under delegated authority from the SEB; all these were for existing posts.

Two appointments were made outside the salary range for their role as short-term expediency.

Applications for 7 new posts were considered, 6 of which were in Health and Social Services (a half of the overall total applications was made by Health and Social Services), and 2 related to the extension of existing contracts both within Home Affairs.

The number of applications, 15, made between June and December 2012 was identical to the same period June – December 2011.

Seven posts were filled by internal candidates, and 20 posts were recruited to externally of which 16 were additionally advertised in the UK.

Twenty of the applications were for existing posts and 8 were for new posts.

The rationale for payment in all cases was based on current job evaluation, relevant benchmarking information and prevailing market forces.

A separate application seeking exemption from the P.59 process was refused by the SEB.

An analysis of all applications made under the P.59/2011 since its introduction is being used to inform work currently underway to review succession planning, senior manager compensation, performance management and retention and recruitment planning.

APPENDIX

P.59/2011 APPLICATIONS – January – December 2012

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment*	Date Considered by SEB
Health & Social Services	Medical Staffing Manager	£450 p.d +Agency Fee	Existing Post	Y	Y	External Recruitment	10/01/2012
Chief Minister's	Data Security Officer	£71,458 -£78,375	Existing Post	Y	Y	External Recruitment	10/01/2012
Health & Social Services	MD Social and Community Services	£113,527 - £120,000	Existing Post	Y	Y	Internal Appointment	10/01/2012
Ports of Jersey	Director of HR	£750 p.d	New Post	Y	N - Grade 13	External Recruitment	07/02/2012
Chief Minister's	Category Manager IS	£800 p.d	Existing Post	Y	N - Grade 14	External Recruitment	07/02/2012
Health & Social Services	Trauma & Orthopaedics Consultant	£90 p.h	Existing Post	Y	Y	External Recruitment	19/03/2012
ESC	Principal Highlands College	£110,523	Existing Post	N	n/a	n/a	19/03/2012
Health & Social Services	Emergency Medicine Consultant (1)	£74,504 - £135,950 /£100 p.h	New Post	Y	Y	External Recruitment	19/03/2012
Health & Social Services	Emergency Medicine Consultant (2)	£74,504 - £135,950 /£100 p.h	New Post	Y	Y	External Recruitment	23/04/2012
Health & Social Services	Consultant in Ophthalmology	£74,504 - £135,930	New Post	Y	Y	External Recruitment	23/04/2012

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment*	Date Considered by SEB
Treasury & Resources	Acting Comptroller of Taxes	Up to £103, 761	Existing Post	Y	Y	Internal Appointment	23/04/2012
EDD	Director Of Financial Services	£180,000 - £200,000	Existing Post	Y	Y	External Recruitment	23/04/2012
Health & Social Services	Managing Director General Hospital	£117,388 - £130,000	Existing Post	Y	Y	External Recruitment	28/05/2012
ESC	Executive Principal Highlands & Hautlieu	£112,180	Combination of 2 posts	Y	Y	Internal Appointment	03/07/2012
Home Affairs	Deputy Chief of Police	£101,990	Existing Post Extension	Y	Y	Internal Appointment	23/07/2012
Health & Social Services	Anaesthetics Associate Specialists	£71,691 - £109,549	Existing Post	Y	Y	External Recruitment	10/07/2012
Health & Social Services	Emergency Medicine Associate Specialist x2 posts	£71,691 - £109,549	Existing Post	Y	Y	External Recruitment	10/07/2012
Chief Minister's	Chief Executive Officer	£197,326	Existing Post	Y	Y	Internal Appointment	23/07/2012
Health & Social Services	Deputy Director Commissioning x2 posts	£66,461 - £74155	New Post	Y	Y	External Recruitment	16/08/2012
Health & Social Services	Psychiatry (Old Age) Consultant	£74,504 - £135,930	New Post	Y	Y	External Recruitment	04/09/2012

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment*	Date Considered by SEB
ESC	Head Teacher Le Quennervais	£85,109 - 93,289	Existing Post	Y	Y	Internal Appointment	04/09/2012 & 18/09/2012
Chief Minister's	Assistant Law Draughtsman(2)	£100,442 - £103,084	Existing Post	Y	Y	External Recruitment	18/09/2012
Treasury & Resources	Comptroller of Taxes	£124,505	Existing Post	Y	Y	External Recruitment	18/09/2012
Health & Social Services	Obstetrics and Gynaecology	£74504 - £135,930	Existing Post	Y	Y	External Recruitment	26/10/2012
Health & Social Services	Psychiatry (Alcohol and Drug Dual Diagnosis) Consultant	£74504 - £135930	New Post	Y	Y	External Recruitment	27/11/2012
Home Affairs	Prison Governor	£108,602	Existing Post Extension	Y	Y	Internal Appointment	21/12/2012
Health & Social Services	Acute & Respiratory Medicine Associate Specialist	£86145 - £131,635	Existing Post	Y	Y	External Recruitment	21/12/2012
Judicial Greffe	Master of the Royal Court	£106,000	Existing Post	Y	Y	External (on island)	21/12/2012

Department	Job Title	Approved Salary Range	Relevant Comments	Approved Y/N	Salary within Approved Range	Method of Appointment*	Date Considered by SEB
Chief Minister's	Law Officers	Seeking P59 Exemption for Law Officer posts		N	n/a	n/a	10/01/2012

* Jersey Appointments Commission Approved

MONTH	No. P59 APPLICATIONS		No. APPROVED		No. External Recruitment		No. Existing Posts	
	2011	2012	2012	2012	2012	2012	2012	2012
January	-	3	3	3	2	2	3	3
February	-	2	2	2	2	2	1	1
March	-	3	2	2	2	2	2	2
April	-	4	4	4	3	3	1	1
May	-	1	1	1	1	1	1	1
June	1	0	0	0	0	0	0	0
July	5	5	5	5	3	3	4	4
August	5	1	1	1	1	1	0	0
September	3	4	4	4	2	2	3	3
October	1	1	1	1	1	1	1	1
November	0	1	1	1	1	1	0	0
December	0	3	3	3(Delegated)	2	2	3	3
TOTAL	15	28	27	27	20	20	19	19