

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY C.S. ALVES OF ST. HELIER CENTRAL  
QUESTION SUBMITTED ON MONDAY 3rd APRIL 2023  
ANSWER TO BE TABLED ON WEDNESDAY 12th APRIL 2023**

**Question**

“Regarding the culture change programme ‘Team Jersey’, which was initially planned to run for 3 years and involved hiring UK consultants, will the Chief Minister advise –

- (a) how long the programme has been running for;
- (b) how much has been spent to date on the programme; and
- (c) what evidence, if any, exists of any change that has taken place as a result of the programme?”

**Answer**

- a) The programme timescale was from September 2018 to March 2021, a total of 31 months. In view of the Covid 19 pandemic impact, a programme extension of 12 months was agreed, with final closure in March 2022, prior to the General Election in June 2022 and the formation of a new Government in July 2022. Elements of the programme have been taken forward into business-as-usual activities.
- b) Final expenditure: £5.8m, which included the programme extension up to March 2022.
- c) Team Jersey’s Programme Director presented a closure report to the Programme Board. As part of the legacy activity, the programme wider organisation supported and implemented a people and culture plan per department to continue work on developing internal teams and values.

As part of the evaluation, each workstream presented an evaluation and benefits statement as follows:

<b>Workstream</b>	<b>Benefits &amp; Evaluation</b>
Leadership Programme	<ul style="list-style-type: none"> <li>• 90% of participants rate the programme as “Good” or “Very Good”.</li> <li>• 89% of participants would recommend the programme to a colleague.</li> <li>• 86% attendees have report that they are applying their Team Jersey learnings to their leadership practice.</li> </ul>
Colleague Programme	<ul style="list-style-type: none"> <li>• 85% of participants rate the programme as “Good” or “Very Good”.</li> <li>• 81% of participants would recommend the programme to a colleague.</li> <li>• 55% of attendees have reported that they applying their Team Jersey learnings (22% had not been on a previous session when surveyed)</li> <li>• Attendees report that they were more confident in their ability to create a positive workplace culture.</li> </ul>
Team Jersey Leads	<ul style="list-style-type: none"> <li>• 94% of participants rate the training as “Good” or “Very Good”.</li> <li>• 92% of participants would recommend the training to a colleague</li> </ul>

People & Culture Plan Support	<ul style="list-style-type: none"><li>• We asked 16 people from departments who had worked with Team Jersey in the implementation of People &amp; Culture plans for their feedback on the consultancy support their department received. Responses were received from 11 of those individuals.</li><li>• 100% of respondents “Agreed” or “Strongly Agreed” with the statements;<ul style="list-style-type: none"><li>○ “Consultancy support received from Team Jersey was useful to help us identify priorities, create a People &amp; Culture plan and embed it.”</li><li>○ “I would recommend the use of Team Jersey consultancy support”</li></ul></li></ul>
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