

**WRITTEN QUESTION TO THE MINISTER FOR ECONOMIC DEVELOPMENT  
BY THE CONNÉTABLE OF ST. JOHN  
ANSWER TO BE TABLED ON MONDAY 2nd DECEMBER 2013**

**Question**

Given that the recently appointed Harbourmaster is 66 years old, what succession planning, if any, has been implemented for senior staff at Harbours during the 7 years that this area has been within the remit of Economic Development?

**Answer**

The resignation of the previous Harbour Master was an unexpected consequence of the integration of the harbours and airport in 2012. Although a succession plan was already in place, due to the compressed timeline, it was determined that the potential candidates were not yet ready at that time to assume the duty. Rather than catapult someone into the post before they were ready, an external candidate was recruited on a temporary contract to fill this gap with the express remit of developing the department to enable a solid succession plan. The current Harbour Master brings with him a wealth of maritime experience, most recently having been employed by the Port of London, has no aspirations for a long term contract and the organisation has already benefitted from his presence. A number of improvements, which have been implemented as a result of his contribution, including the reconfiguration of the Elizabeth Terminal, are readily apparent.

A succession plan for the department as a whole has now been agreed and a number of suitably qualified internal candidates to take over as Harbour Master have been identified. We plan to make a selection in early summer 2014 with a view to completing a handover by the end of the year, when the current post holder's contract comes to its natural conclusion.