

STATES OF JERSEY



CHIEF EXECUTIVE TO THE COUNCIL OF MINISTERS AND HEAD OF THE PUBLIC SERVICE: APPOINTMENT

Lodged au Greffe on 4th February 2003
by the Policy and Resources Committee

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

to refer to their Act dated 28th September 2001 in which they agreed, that the States would establish an independent Appointments Commission which as its first task would recommend to the States a person for appointment as Chief Executive, and –

to approve the appointment of Mr. William David Ogley as Chief Executive to the Council of Ministers and Head of the Public Service, as recommended by the Appointments Commission.

POLICY AND RESOURCES COMMITTEE

REPORT

Under the terms of the Report and Proposition entitled "Machinery of Government: Proposed Reforms" (P.122/2001), it was agreed that the appointment of the person to fill the post of Chief Executive to the Council of Ministers and Head of the Public Service would be approved by the States of Jersey. This would be on the recommendation of the Jersey Appointments Commission.

It will be recalled that the composition of the Appointments Commission was approved by the States on 24th July 2002 and, since that time, the Commission has addressed a number of general issues associated with recruitment and selection in the Public Service. However, the major area of attention in recent weeks has been the process concerned with the recruitment and selection of the new Chief Executive.

Early on in the process the States Human Resources Department, with the support of the Commission, decided that they would appoint a firm of search consultants in order to assist in the recruitment processes. The organisation that was chosen to undertake this work was Veredus and they were appointed only after the application of a competitive tendering process.

The position was advertised throughout the Jersey Public Service and in the Jersey Evening Post, the Times, the Sunday Times and two local government journals. Initially, 68 people applied for the position. Through a review of their past experience, etc., the Appointments Commission reduced this number to 14. Thereafter, each of the 14 shortlisted candidates was subject to an in-depth interview. The results of these interviews provided the basis on which the Commission further reduced the candidates to a shortlist of 4.

Finally, the 4 candidates were then subject to additional assessment processes, including an in-tray exercise, psychometric testing, a formal presentation as well as a final interview with an appointments panel. The latter consisted of the Chairman of the Appointments Commission, Mr. Mike Liston, who acted as Chair of the Panel, two other Commission members, Mrs. Elizabeth Rees and Advocate Rose Colley, the President of the Policy and Resources Committee, Senator F.H. Walker, and a Chief Executive of a highly regarded local authority in the United Kingdom, Mr. Peter Rogers, Chief Executive of the City of Westminster.

It was the unanimous decision of the Appointments Panel that Mr. Ogley should be appointed to the position of Chief Executive to the Council of Ministers and Head of the Public Service.

Mr. Ogley is currently Chief Executive of the Hertfordshire County Council. He took up this position in 1996 and since that time has been instrumental in leading the Council to become one of the market leaders in the United Kingdom in the provision of services to its local community.

In 1993, prior to taking up this position, Mr. Ogley had been appointed to the post of Deputy Controller and Resources Director of the United Kingdom Audit Commission. In this position, he was second in command of the principal national body responsible for performance improvement in local government and health.

At the commencement of his career, from 1976 to 1985, he held a number of positions in financial management and research, having qualified as an accountant in 1979. In 1985 he first moved to Hertfordshire County Council where he undertook a number of different roles, including Assistant Treasurer of Education and Social Services, Director of Information Technology and Deputy Treasurer. In 1990 he was promoted to Finance Director of this Council, a position which he held until 1993.

Mr. Ogley has gained a BSc Hons in Physics and Psychology and is also a qualified accountant, being a Chartered Institute of Public Finance and Accountancy prize winner.

Mr. Ogley is married to Anne and has two children, Charlotte and Robert. He enjoys sailing, tennis, Tai Chi and many other recreational pursuits.

As a consequence of the recruitment and selection processes that have been approved by the Jersey Appointments Commission and in the light of Mr. Ogley's previous employment record and the unanimous recommendation of the members of the Appointments Panel, the Policy and Resources Committee has no hesitation in seeking States'

approval for his appointment to the post of Chief Executive to the Council of Ministers and Head of the Public Service.

There are no financial or manpower implications arising from this proposition.