

**WRITTEN QUESTION TO THE MINISTER FOR TREASURY AND RESOURCES
BY DEPUTY R.G. LE HÉRISSEIER OF ST. SAVIOUR.
ANSWER TO BE TABLED ON TUESDAY 18th MARCH 2014**

Question

Could the Minister confirm whether the utilities for which he is the States shareholder representative are bound by the States policy to implement succession planning and, if so, could he outline how adherence to this policy is monitored?

Answer

The utilities are not bound by the States policy in relation to succession planning. However, all of the companies employ large numbers of local people. Whilst it would not be appropriate for the Minister to influence these companies' recruitment matters, he is encouraged to see the scale of local employment, local individuals' promotion and, recently, the involvement of a number of utilities, particularly JT, in actively contributing to the Back to Work initiative and Apprentice Schemes. JT currently has seven apprentices, seven bursaries, four graduate trainees and one industrial placement.

The relationship with the four utility companies is governed under the various laws establishing them, the Companies (Jersey) Law 1991 and the Memoranda of Understanding (MoU) for wholly owned Companies (for example Jersey Telecom and Jersey Post).

The Minister meets with the Utility companies throughout the year. All companies have adopted the principles of the UK Corporate Governance Code and report on their compliance against this code in their financial statements annually, including any deviations from the Code. The Code covers the supporting principles of appointment, removal and succession planning for Executive Directors of the Boards.

The individual companies are responsible to act in the interests of the States for their shareholding. However the Minister recognises the independence of the Board and the Directors in order for them to manage their own business, which includes staff related matters.