WRITTEN QUESTION TO THE CHIEF MINISTER
BY THE CONNÉTABLE OF ST. JOHN
ANSWER TO BE TABLED ON TUESDAY 30th APRIL 2013

Question

Further to the appointment in 2011 of a new Director of Human Resources and of a new Director of Organisation Development (Change Leader) in December 2012, would the Chief Minister advise –

(a)   whether both postholders originate from or have strong connections with Scotland?

(b)   whether both postholders previously worked for Glasgow University's Executive Team and, if so, give details of positions held and dates of service?

(c)   whether the two postholders knew each other, in both a personal and   professional capacity prior to working in Jersey and, if so, for how long?

(d)   whether the Director of Organisation reports to the Director of Human Resources?

(e)   whether a competitive process was used in both appointments and, if not, explain why not?

Would the Chief Minister advise how many candidates were interviewed for each post, and how many applicants were from on-Island?

Would the Chief Minister provide details regarding who was responsible for writing the job description for the Director of Organisation Development's post?

Answer

I can re-assure the Connétable of St John that with regards to the two posts mentioned, the appropriate Jersey Appointments Commission processes and procedures were followed and that the Chair of the Appointments Commission chaired both appointments and that all necessary declarations of interest were made.

In total 34 applications were received for the post of Director of Human Resources, two of which were from on-island residents.

There were 65 applications for the post of Director of Organisation Development, 18 of which were local.

With regards to the job description for the Director of Organisation Development the normal process was followed.   The Job Description was prepared by the Director of Human Resources and other members of the senior Human Resources team and agreed by the current Chief Executive. The role was evaluated by the HAY process.