

**DRAFT ESTABLISHMENT COMMITTEE (CHANGE OF NAME)  
(JERSEY) ACT 199**

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**Lodged au Greffe on 16th November 1999  
by the Establishment Committee**

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**STATES OF JERSEY**

**STATES GREFFE**

## REPORT

### Introduction

The Establishment Committee has been reviewing the approach that it takes with regard to the development and implementation of a strategy in respect of those people that work for the States. It is anxious to ensure that this is fully aligned and integrated with corporate and departmental strategies. In addition, it wishes to ensure that the culture, values and structure of the organisation and the quality, commitment and motivation of all States' employees contribute fully to the achievement of States' aims and objectives.

In carrying out this review, the Committee has increasingly become aware of the fact that its name does not reflect accurately its current overall rôle. In addition to the responsibility for approving and monitoring manpower levels, it has a wide range of other strategic and corporate responsibilities connected with the management and direction of States' employees which it carries out in consultation with other States' committees, departments and employee representatives. These include -

- developing and implementing a strategy and personnel policies;
- developing a States' pay policy;
- managing pay negotiations and other industrial relations matters;
- providing training and development;
- managing job evaluation systems and developing pay and benefits structures;
- managing appointments to senior positions, including the application of assessment centres;
- developing policies in connection with the States' pension schemes and providing advice; and

- providing direct personnel advice and guidance to departments, particularly those without professional personnel support.

### **Human Resource Committee**

Across the world, and particularly within the western countries, those who have taken a strategic approach to the management of employees have adopted the title “human resources” to reflect a change of philosophy and the breadth of the rôle. The concept of “Human Resource Management” is often defined as a strategic approach to the management of an organisation’s most valued assets - the people working there, who individually and collectively contribute to the achievement of its objectives. It takes into account and emphasises the following -

- adopting a strategic and forward looking approach;
- obtaining added value from people by the processes of human resource development and performance management;
- gaining commitment from employees to the purpose, goals and values of the organisation;
- developing a strong corporate culture;
- attaining coherence in Human Resource policies and practices; and
- enabling those people responsible for delivering services to manage the “business”.

This is the type of approach that the Committee currently undertakes. It, therefore, wants to move away from its present title of “Establishment Committee”, with its limited and potentially negative connotation of manpower control, and be identified forthwith as the “Human Resources Committee”, which encapsulates much more accurately the rôle that it performs now and will continue to perform in the future. As a result, it will also change the name of the “States Personnel Department” to the “States Human Resources Department”.

### **Explanatory Note**

The purpose of this Act is to change the name of the Establishment Committee to the Human Resources Committee.

The change of name will take effect on 9th December 1999.

**States of Jersey Law 1966**

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ESTABLISHMENT COMMITTEE (CHANGE OF NAME) (JERSEY)  
ACT 199

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*(Promulgated on the      day of              199 )*

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**STATES OF JERSEY**

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The      day of              199

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**THE STATES**, in pursuance of Article 29 of the States of Jersey Law 1966,<sup>1</sup> as amended,<sup>2</sup> have made the following Act -

1. The name of the Establishment Committee is changed to the Human Resources Committee.

2.-(1) In the construction of, and for the purposes of, any enactment, judgment, award, contract, certificate or other document passed or made before the coming into force of this Act, anything which is, or is to be construed as, a reference to the Establishment Committee or its officers shall be construed as a reference to the Human Resources Committee or its officers.

(2) Nothing in paragraph (1) of this Article shall be construed as affecting the title of any enactment.

3. This Act may be cited as the Establishment Committee (Change of Name) (Jersey) Act 199 and shall come into force on the ninth day of December 1999.

<sup>1</sup> Recueil des Lois, Volume 1966-1967, page 16.

<sup>2</sup> Recueil des Lois, Volume 1996-1997, page 803.