

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY R.J. WARD OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 29th JANUARY 2019**

**Question**

Will the Chairman advise whether a full review of HR policies is being undertaken and, if so –

- (a) what consultation is being undertaken with workers' representatives, if any; and
- (b) if such consultation is being undertaken, whether individual policies are being presented as whole documents to be either accepted or rejected, or whether consultation is taking place on individual sections of policy in order that the specific impact of such sections can be understood?

**Answer**

Our HR policies are consulted upon and where appropriate negotiated, with workforce representatives as a matter of course.

Consultation is a feature of our policy development process and includes a number of key stakeholders, including union representatives.

The implementation of the Target Operating Model and the work with Team Jersey necessitates a full refresh of all our policies. Details of the order in which they will be reviewed is currently being finalised.

Reviews of bullying and harassment and whistleblowing policies have taken precedence to address the recommendations of the HR Lounge Report.

Our recent consultation on bullying and harassment and whistleblowing was conducted on the whole policy. Feedback from workplace representatives and managers was incorporated where appropriate in the policy approved by the SEB.