

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY A.E. JEUNE OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 17th MAY 2011**

Question

Would the Chief Minister, as Chairman of the States Employment Board advise Members whether States Employment practices ensure that where vacant posts and/or re-graded posts occur these are subject to 'open competition' internally (within the States) and externally, both within the Island and elsewhere, as appropriate? If so, would he please identify the policy and if not, explain why?

Answer

A fundamental principle of recruitment and selection within the States of Jersey is that all vacant appointments advertised either internally or externally (on-Island or off-Island) must be made on merit, on the basis of fair and open competition.

The Recruitment Code of Practice clearly states that "those appointed should have the necessary skills, attitude and competencies for the job".

When considering appointments to public sector jobs, it is States' policy that preference is always given to applicants who are "locally qualified" under the Regulation of Undertakings and Development Law. In circumstances where it is not possible to identify suitable, locally qualified candidates it may be necessary to advertise off-Island.

The recruitment and selection policy, and codes of practice, are published on the Human Resources section of the States' Intranet site.

Exceptions to open recruitment may be allowed in certain circumstances such as secondment opportunities, restructuring or short-term appointments.

Vacant re-graded posts are subject to open competition and those already filled may be subject to open competition if substantial changes are made to the grade of the post. (A general guideline would be where the post has increased by two or more grades).