

STATES OF JERSEY



DRAFT ANNUAL BUSINESS PLAN 2010 (P.117/2009): FOURTH AMENDMENT (P.117/2009 Amd.(4)) – COMMENTS

**Presented to the States on 21st September 2009
by the Council of Ministers**

STATES GREFFE

COMMENTS

PART 1

The amendment is accepted.

All staff are already expected to contribute to increasing the efficiency and delivery of services, either as individuals or part of a team. It will be very important to ensure that any suggestion scheme does not undermine the concept that continuous improvement is everyone's responsibility and instead create incentives which encourage staff only to innovate when their suggestion is accepted. In many organisations this has led to a move away from suggestion schemes as they are replaced by empowering staff and encouraging team performance improvement. Thus, as the report makes clear, the actual design of such schemes is very important. If the scheme is not properly designed then the consequences are significant bureaucracy and demotivation. However it is accepted that as one of a range of processes and in order to recognise very good ideas it is appropriate to reward people when they do make a significant contribution, provided that any scheme is kept very simple and straightforward.

During the course of the year there will be a review of best practice in other organisations to ensure that the final design achieves the laudable aims set out in the Deputy's amendment.

Financial impact

The Senator's proposals infer that a scheme should be funded from the savings generated by the suggestions and the Council of Ministers would agree that any such scheme must be self-funding.

In practice, experience elsewhere has shown that these schemes can be costly. These costs are usually in staff time to participate and to administer.

PART 2

This is subject to an amendment to this amendment by the Chief Minister.