

The States Employment Board

Background

The Employment of States of Jersey Employees (Jersey) Law 2005 established the States Employment Board with wide ranging functions as the employer of States of Jersey employees, including:

- ensuring that the public service conducts itself with economy, efficiency, probity and effectiveness;
- ensuring the health, safety and well-being of States' employees;
- issuing Codes of Practice on recruitment, training and development, appraisal, discipline, suspension and termination of employment with which Accounting Officers have a duty to comply;
- agreeing lists of senior States' offices and offices of independent bodies appointment which are subject to oversight by the Jersey Appointments Commission; and
- preparing an annual report to the States Assembly.

The States Employment Board has a pivotal role. Staff costs make up over 30% of States expenditure. Effective management of human resources is a critical component of the operation of the States.

I have previously identified a number of issues in relation to human resources management and made recommendations for improvement in reports that I have issued:

- Financial Directions (August 2014);
- Financial Management (April 2015); and
- Follow up of Utilisation of Compromise Agreements (May 2016).

The Functions of the Comptroller and Auditor General (C&AG)

Article 11 of the Comptroller and Auditor General (Jersey) Law 2014 requires the C&AG to:

- provide the States with independent assurance that the public finances of Jersey are being regulated, controlled, supervised and accounted for in accordance with the Public Finances (Jersey) Law 2005;
- consider and report to the States on:
 - the effectiveness of internal controls of the States, States funded bodies and funds;

- the economy, efficiency and effectiveness in the way the States, States funded bodies and funds use their resources; and
- the general corporate governance arrangements of the States, States funded bodies and funds; and
- make recommendations to bring about improvement where improvement is needed.

Objectives

The review will evaluate:

- the effectiveness of the design of arrangements for appointment and employment of States of Jersey employees;
- the effectiveness of the States Employment Board in discharging its functions;
- the effectiveness of arrangements for securing compliance with the codes of practice issued by the States Employment Board; and
- progress in implementation of my previous recommendations on human resources management.

Scope

The review will not extend to:

- the arrangements for employment of persons who, by virtue of legislation, are not treated as States employees;
- the merits of individual decisions of the States Employment Board; or
- detailed consideration of the work of the Jersey Appointments Commission.

The objectives and/or scope of the review may be amended in the course of the review in the light of emerging findings or other matters arising.

Approach

The review will commence with an initial documentation request. The findings of the document review will be followed up by interviews with key officers.

The detailed work will be undertaken by an affiliate engaged by the C&AG.