

Chief Minister



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Deputy Sam Mézec
Chair, Corporate Services Scrutiny Panel

BY EMAIL

20 April 2023

Dear Chair

Thank you for your letter of 11 April 2023 requesting further information.

Issues arising from senior officers are addressed through their line management. Only when they are formal are they reported to the States Employment Board as, by convention, we do not involve ourselves in individual employment matters other than in the most exceptional cases.

Complaints related to Ministers would be subject to the processes set out in the Ministerial Code of Conduct and Practice (the "Ministerial Code").

As an overview, concerns raised by senior civil servants fall into three categories:

- Concerns about Ministerial / States Members involvement in individual cases (either employment or case work where it would not be appropriate for States Members to be involved).
- Protection from malicious, vexatious, or untrue statements whereby the employee has no right of reply in the forum in which comments are made. This includes comments by members of the public and States Members outside of formal meeting structures.
- The conduct of specific meetings with Ministers present, which includes Scrutiny.

For openness and transparency, and to address your first question: an anonymous allegation of one Ministers' conduct has been previously made. In line with the normal internal processes, an initial review found the allegations to be speculative and not factually correct or substantiated. In addition, another process on a separate matter is expected to be resolved through mediation, in line with the objectives of seeking informal resolution.

The Council of Ministers agreed the Ministerial Code, and I am clear that if concerns are raised, they will be addressed.

In line with your request, I should also mention that the Infrastructure Minister and I have exchanged correspondence and engaged in dialogue regarding our own working relationship. Following this week's States sitting, during which this correspondence was referenced, I think it is appropriate that it is published. Whilst it is not normal practice, I am also content to publish a note of a recent meeting between the Minister and I, which demonstrates the efforts made to resolve disagreements between us. This was a difficult meeting which left me feeling very unsettled.

Discussions with the Chief Executive Officer

In relation to conversation with the Chief Executive about the structure of the role, the proposals put forward by the Democratic Accountability and Governance Sub-Committee of PPC first mooted the idea and construct of the politically led Cabinet Office. This is a proposal I took forward into my manifesto. As the CEO had already been appointed and was in post, she expressed her view that the role of the 'Cabinet Secretary' already fell into the CEO job description and therefore we proceeded to create the Cabinet Office on that basis.

Subsequently, at the CSSP public hearing on 13 October where the structure of the Cabinet Office was a line of questioning, my responses reflected this position and the role of the CEO in the Cabinet Office.

Over the Summer, the States Employment Board (SEB) also considered how to implement the long-standing recommendations of the Comptroller and Auditor General in respect of the Employment of States of Jersey Employees (Jersey) Law 2005. This includes examining the role of the Chief Executive in legislation. The Chief Executive is present at the SEB meetings.

However, there were no plans to change the role and scope of the CEO role as a result of introducing the Cabinet Office throughout these conversations.

Following the resignation of the CEO, we are now taking a considered view of the scope and focus of the CEO role. In her resignation letter, the CEO suggested we take the opportunity to review the role before recruiting permanently. The CEO has been involved in discussions and continues to provide insight into the role.

Yours sincerely



Deputy Kristina Moore
Chief Minister