

STATES OF DELIBERATION
of the
ISLAND of GUERNSEY

6th November 2018

Proposition No. P2018/108

THE STATES OF GUERNSEY ANNUAL BUDGET FOR 2019

AMENDMENT

Proposed by: Deputy J P Le Tocq
Seconded by: Deputy T J Stephens

To insert, new proposition 51 as follows:

“51. In respect of the relationship between the civil service and the States of Deliberation:

- a) To note that this was most recently set out in Billet d’État XII, 2015, which in paragraph 6.4.22 stated, *inter alia*, that: “*more formal means should be established to provide for the President of a Principal Committee to convey to the Chief Executive that the Committee is losing confidence in a senior officer or in the level of support it receives*”, although “*it would not be appropriate for a Principal Committee or a President thereof to become embroiled in the performance management of individual civil servants*”. In addition that “*the Chief Executive and other senior officers must obtain the views of the President of a Principal Committee, and through them the members thereof, when appointing and appraising senior staff in the service of that Principal Committee*”;
- b) To note that Rule 56(3) of the Rules of Procedure states, by resolution of the States, that “*the senior officers of a Committee are accountable to that Committee in respect of policy direction*”;
- c) To note that an *inappropriately-structured* civil service would be as detrimental to the ability of the States of Deliberation and its Committees to fulfil their mandates and functions as an *inappropriately-resourced* civil service would be. Therefore, the States have a legitimate political interest in the structure of the civil service.

Having regard to a), b) and c) above and recognising that the organisational design requirements of each Office of the Committee may differ, to direct the Policy &

Resources Committee within its mandated rôle as employer and within its responsibility *“to ensure that public funds and other resources are used to best advantage, including through co-operative and flexible working practices”*, to assure restructuring of any Offices of the Committee and other parts or offices of the civil service is carried out in liaison jointly between the Policy & Resources Committee and the relevant Committees, with due respect given to the principle that the responsibility for organising the public service, ensuring that it is fit for purpose, lies with the Chief Executive, accountable to the Policy & Resources Committee.”

Explanatory Note

The 2019 Budget sets out in s7.15-17 that *“In order to be confident that the public service can deliver the 10-year PSR framework priorities endorsed by the States in 2015, as well as the targets set in the MTFP, the organisational structure of the public service needs to be radically redesigned, and a new operating model implemented by 2020. In practical terms, to achieve the ambition of working as one organisation, with the focus on serving the community, the civil service must meet the needs of both Community and serving its government and therefore the structure of the civil service must change accordingly. Therefore, the Policy & Resources Committee is supporting the introduction of a new structure for the organisation that groups strategic responsibility by services and customer need, joining up services at the highest level. The purpose of the organisational redevelopment work is to improve the services received by the community.”*

This amendment seeks to assure that the process of change in the civil service is consultative and in step with the body politic and ensure that the programme of organisational and service design is able to progress and deliver the savings estimated at £10million.