

**REPLY BY DEPUTY JONATHAN LE TOCQ, MEMBER OF THE POLICY & RESOURCES COMMITTEE TO
QUESTIONS ASKED PURSUANT TO RULE 14 OF THE RULES OF PROCEDURE BY DEPUTY CARL
MEERVELD**

1. At what point did P&R become aware of Professor Staite's potential conflict of interest plus where and when did they make a public declaration of that potential conflict of interest?

Professor Staite was commissioned in Spring 2018 based on her experience, capability and independence. Professor Staite's initial proposal related to the work of reviewing the Committee for Health & Social Care. Her role in reviewing the Committee for Home Affairs was made later in the year as a response to recommendations made in a separate report by HMICFRS, as is explained below.

The Committee does not consider that her marriage to a civil servant based in and appointed by the States of Alderney, and who has no formal or informal reporting relationship to the States of Guernsey and no involvement in the work that she is undertaking, is a conflict of interest. In addition Professor Staite has not previously worked with the States of Guernsey, and had no prior working relationship with any officer or Principal Committee prior to the commissioning of the work.

2. How did P&R come to procure the services of Professor Staite:

a) what service procurement processes were undertaken to identify and validate prospective service providers to undertake good governance reviews and produce reports?

b) how many service providers participated in the service procurement process?

c) which individual(s) undertook the service procurement review and recommended the hiring of Professor Staite?

d) on what basis was Professor Staite selected as the preferred service provider?

e) which individual(s) made the final decision to appoint Professor Staite to provide this service?

The work on reviewing and improving governance is part of the Supporting Government work stream of the States of Guernsey's Public Service Reform. This is overseen by the Policy & Resources Committee. Initial scoping of that work was undertaken, and an independent reviewer was sought with experience of good governance in government, independence from the States of Guernsey, an understanding of Guernsey's unique context and who could offer value for money for taxpayers. Initial conversations were held with potential providers, including Professor Staite. Professor Staite's overall proposal to undertake work was agreed by the Chief Strategy & Policy Officer in Spring 2018.

Professor Staite is a resident of the Bailiwick who met all of the criteria for carrying out the review work including her unquestionable expertise in the area of governance. The Policy & Resources Committee believes this is an approach in line with public expectations of using locally-based expertise where available rather than spending additional taxpayers' money on tendering and procurement processes for non-locally based experts who also incur increased costs for regular travel, for accommodation and for subsistence. This is particularly relevant in the case of the review into the Committee for Home Affairs as Professor Staite had already been commissioned to

carry out the similar review into the Committee *for* Health & Social Care at a time when the Office of the Committee *for* Home Affairs were determining how best to support the implementation of the recommendations made in the HMICFRS review.

For each review, it is important to note that Professor Staite has engaged directly with the principal Committee that is being reviewed in order to agree the terms of reference and the methodology for that review.

For clarity, neither the Chief Strategy & Policy Officer, the Chief Executive of the States of Guernsey, nor the Policy & Resources Committee, has had any involvement in the specific reviews which comprise the work relating to the Committee *for* Health & Social Care and the Committee *for* Home Affairs.

It should be noted that Professor Staite is now carrying out a review of the Policy & Resources Committee, and that it is envisaged further reviews will be done to ensure that recommendations can be implemented to improve and enhance governance across the States.