

From: Francis Simonet  
Chairman  
Policy Committee

1 November 2013

To: The President of the States of Alderney

Sir,

Report on the proposal to restructure States Works

Earlier this year the Policy Committee agreed to a proposal from the Chief Executive to undertake an internal audit of the States Works Department. The report from that process has been published and since then staff in the States of Alderney have been working on a new structure for States Works.

The audit report raised a number of critical concerns about corporate governance structures, current operations and overall management and made a number of recommendations for improvement.

Key to these recommendations was a need to review the current culture, management and organisational structure to ensure that it is fit for purpose for the future.

A number of issues arose during the audit in relation to management of the workforce. While we all recognise that these issues have been present in States Works for many of years we should take some comfort from the fact that they are at last being dealt with.

Currently SWD covers a range of diverse activities, not necessarily in the most efficient way and in the future it is important that it is led by managers with the appropriate skills as well as ensuring the staff in those post have all the necessary tools to do the job. We have reached a number of important points where key decisions have to be made. We have considered where there could be efficiency savings and listened to comments from SWD employees to propose the new structure from 2014. While there will be a number instances where existing jobs are almost identical to those in the proposed new structure, some jobs will change. Existing staff will be able to register their interest in the new posts. It is not intended to make anyone redundant, although in order to facilitate the new structure a proposal will be made to offer voluntary early severance to a limited number of staff.

Job descriptions have been prepared for all posts in the organisation, the first time this has ever happened, or at least the first time it has been done properly, and there will be a process by which the performance of staff can be measured against a competence framework. The Trade Union has been informed of these changes and the process of consultation will continue until we are ready to launch the new organisation.

I am mindful that this is a stressful process for those who work for us and they all need our support. At the most recent Policy Committee meeting States Members have indicated their support for the changes.

Francis Simonet