

Friday, 26 April 2019

Team Jersey Phase One report

The Government of Jersey has received a report from TDP as part of Phase One of the Team Jersey Programme. TDP were appointed in September 2018 as the partner organisation to help create a 'One Government, Team Jersey culture' across the public service. TDP is working with the Government for three years to help shape a positive workplace culture.

The first phase of the work was to identify which aspects of workplace culture are positive and can be built upon, and which need to change. This research involved conversations with employees, politicians, parish representatives and islanders to determine the prevailing view of the public sector, and to help devise the direction of the transformation programme.

Andy Bell, Managing Director for TDP Jersey, said: "Our work so far has shown that the prevailing attitude of government staff is one of pride in their work and commitment to doing their best for the island.

"We have, though, found evidence of longstanding bullying and harassment in some parts of the organisation, a blame culture, and a tolerance of poor workplace behaviour. The organisation is already taking positive steps to address these negative aspects of workplace culture, but there is much more to be done."

The Chief Minister, Senator John le Fondré, said: "This frank report has identified where we need to focus our attention, so that we can create a more positive working environment. I am pleased that the report highlights the pride and passion of the people who work here, and I acknowledge the legacy weaknesses in our systems, processes and culture.

"We have listened to the analysis of the barriers to positive team-working and accept the recommendations that have been outlined. We are now moving onto the next phase of the Team Jersey programme, which will develop a positive workplace culture through a comprehensive action plan, overseen by the Team Jersey Programme Board and, ultimately, the Council of Ministers."

Work has begun on responding to the report's recommendations: a new performance review system and a new bullying and harassment policy have been introduced; a People Strategy is being developed; and work has started to improve key HR processes. A *Women in Leadership* initiative is focusing on developing female leaders, a Wellbeing Strategy is due to be launched, and priority areas of the organisation are receiving additional support to create a positive workplace culture.

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