

**REPLY BY THE PRESIDENT OF
THE COMMITTEE *FOR* HOME AFFAIRS
TO QUESTIONS ASKED PURSUANT TO RULE 14 OF THE
RULES OF PROCEDURE BY DEPUTY CURGENVEN**

QUESTION 1

Did the Committee *for* Home Affairs (the 'Committee') have knowledge, prior to the recent departure of the Director of Population Management (the 'Director'), that the post-holder was based off island rather than in Guernsey? Please answer yes or no.

ANSWER 1

Yes.

QUESTION 2

Did the President personally have that knowledge prior to the departure? Please answer yes or no.

ANSWER 2

Yes.

QUESTION 3(a)

On what date did the Committee first become aware of the arrangement?

ANSWER 3(a)

The Committee does not have responsibility for the employment arrangements, working locations or contractual terms of senior officers. While individual Members knowledge of the arrangements may vary, the Committee were formally informed of the arrangements on 18th August 2026.

QUESTION 3(b)

On what date did the President first become aware of the arrangement?

ANSWER 3(b)

The President was made aware of the working arrangements on 13th April 2026. There was agreement politically and operationally that the role of Population Management Administrator needed to be delivered on Island.

QUESTION 3(c)

How long had the arrangement been in place at that point, so far as the Committee is aware?

ANSWER 3(c)

The Committee have not been advised of the detail of the arrangements.

QUESTION 3(d)

Did the Committee formally note, review, approve, or decline to approve the arrangement?
If so, when?

ANSWER 3(d)

No, it is not the Committee's role to do so.

QUESTION 3(e)

If no such action was taken before the arrangement ended, why not?

ANSWER 3(e)

The Committee's expectation is that such matters are dealt with through the public service's established employment and management processes, operating within approved policies and frameworks.

QUESTION 4

If the answer to question 1 is no:

- (a) How does the President explain that the Committee had no knowledge of the location of a statutory official employed by the Committee and reporting to it?
- (b) In each of the last three years, how many Committee or related meetings did the Director attend remotely rather than in person?
- (c) Did any Committee member, in that period, ask why the Director was attending remotely? If so, when, and what answer was given?

ANSWER 4

See responses 1, 2 and 3 above.

QUESTION 5

On 19 August 2026 the President was reported as saying that the arrangement "wasn't a good look". When did the President first form that view, and did he hold it before or after he knew the Director was based in the UK?

ANSWER 5

Whilst not a matter of the Committee's mandate, the President formed this view when he was made aware that the Administrator was based off-Island, such a view could not have been formed before there was an awareness of the arrangement. The comment reflected the Committee's broader view that visible, on-Island leadership is important for those in senior statutory official and leadership roles.

QUESTION 6

The President has stated that this is an employment/HR matter with which politicians are not involved. Does the President consider the question of whether the Committee itself

knew where a statutory official employed by the Committee was based to be an employment/HR matter, or a question of Committee governance and accountability?

ANSWER 6

The Committee's primary responsibility is to provide political oversight and strategic direction for the services within its mandate. It is entitled to expect that appropriate recruitment, employment and workforce management decisions are being made by those charged with employer responsibilities and that any arrangements, including off-island working, are subject to proper approval, governance and performance management processes.

QUESTION 7

Given that the Director is a statutory official under the Committee *for* Home Affairs, who in the President's view was responsible for knowing whether the post-holder was based in Guernsey?

ANSWER 7

Recruitment, employment and workforce management decisions are made by those charged with employer responsibilities in the public service and the Committee would expect any arrangements, including off-island working, are subject to proper approval, governance and performance management processes.

QUESTION 8

Does the Committee know whether any other senior staff within its remit are currently based off island? If it does not know, what steps will it now take to find out?

ANSWER 8

The Committee has sought reassurance from officers that there are no statutory officials or senior officers with team management responsibilities within its remit who are currently based off-island. This is not because the Committee is responsible for approving or managing such arrangements, but because it is appropriate for the Committee to satisfy itself that there are no wider implications for service delivery, operational effectiveness or public accountability arising from them.

The Committee has been made aware that there are 4 individuals currently working for the Committee who are based off-Island. All are undertaking specialist functions either on secondment or fixed term contracts. None of these individuals are statutory officials, consultants or have team management responsibilities.

QUESTION 9

The Chief Executive has said that a temporary replacement for the role has been approved by the Committee. Did that approval include a requirement that the post be based in Guernsey? Please answer yes or no.

ANSWER 9

Yes, the Committee has supported the redeployment of an experienced, senior manager who is Guernsey based to discharge the functions of the Population Management Administrator; this arrangement is being delivered on Island.

QUESTION 10

What assurance has the Committee now sought that the Population Management function, and other senior posts within its remit, will be led from Guernsey?

ANSWER 10

The Committee's expectation is that, moving forward, statutory officials and those occupying senior leadership positions within its mandate will be based in Guernsey.