

MINISTRY OF JUSTICE, STAFF PROMOTION AND SELECTION PROCESS

888. Mr RIEBELING to the Parliamentary Secretary for the Minister for Justice:

- (1) Is it normal within the Ministry of Justice for senior members of management to approach people within the Ministry to apply for vacancies?
- (2) Is an approach of this nature a breach of the selection process?
- (3) If not, why not?
- (4) To what extent does the Ministry ensure that the staff selection and staff promotion process is carried out impartially and free from patronage?

Mr BARRON-SULLIVAN replied:

The Minister for Justice has provided the following reply:

- (1) Yes. Staff who have potential are encouraged to apply for vacancies as part of the Ministry's succession planning strategy.
- (2) No.
- (3) It does not violate the Public Sector Standard on Recruitment and Selection.
- (4) The Ministry has the following strategies in place:
  - A staff selection manual, which is available to all staff.
  - Training in staff selection.
  - Guidelines for selection panels on all advertised vacancy files.
  - Staff selection files are audited by independent validators prior to processing.
  - All unsuccessful applicants are offered a right of review of any selection decision made.
  - Information on compliance with the Standards is regularly published in internal newsletters.