


Message # 1

Message Key: 000313E94DD72CB9941A12F7D838DA04DD4B5992 

From: [REDACTED]

To: Ian Gorst <i.gorst@gov.je>

Cc: [REDACTED]

Subject: Jersey

Date: Tuesday, July 18, 2017 17:02 BST

Attachments: 117071817025502139.jpg (128 KB)

Article 25

Dear Ian,

Please see below the email from the candidate for the Chief Executive role.

I hope this is helpful, but please do let me know if there is anything further you need.

Kind Regards

[REDACTED]

-----Original Message-----

From: charlie parker [mailto:charlie.parker@...] [REDACTED] Article 25

Sent: 17 July 2017 23:58

To: [REDACTED]

Cc: [REDACTED]

Subject: Jersey

Ian

Further to our conversation last night and my subsequent text it was good to meet up again. [REDACTED]'s office kindly forwarded your e-mail contact details so that I could follow up on the key points that we discussed and agreed to progress in order that we can confirm the appointment.

[REDACTED]

Article 35

[REDACTED]

Transition: [REDACTED]

[REDACTED]. We also discussed how I might be able to start to work on Jersey matters during my notice period although, that would be subject to a further discussion once, I have spoken to my employer. Ideally that might include a set number of days per month.

[REDACTED]

Article 35

Childrens Inquiry- We had a wide ranging conversation about the recent report and the opportunities afforded by it to create more radical changes and the need to move quickly to implement the recommendations including the appointment of the new Commissioner for Children's. [REDACTED]

[REDACTED]

[REDACTED] We agreed to discuss further including how the Improvement Board could be adapted to work within the recommendations of the Inquiry.

Personal Issues - You agreed to provide me with more details on the T&C's for the post including, information on A/L, Pensions - including transfer

arrangements and capped contribution ceilings, Housing, Residency status [REDACTED]

Article 25

We discussed a number of other key issues including Brexit, the governance of the Island and future election arrangements. All of which was very informative and alongside your clear commitment to change was really encouraging. This last observation led to us also agreeing on the need to potentially secure a 'partner relationship' to help design and support a broader change, leadership and behaviour programme as a matter of urgency.

I hope the above reflects your recollection of our discussion? If I have forgotten anything apologies but, if you and [REDACTED] can give me some confirmation and assurances on the above asap, then we should be able to progress an announcement this week before you go away on holiday.

Thank you once again for a very good discussion yesterday evening.

Kind Regards

Charlie

Sent from my iPad

----- End Of Message -----

Message # 2

Message Key: 000313E966BAD868F77E6C52FA07520EE3F3787C 
From: charlie parker <charlie.parke [REDACTED]>
To: lan Gorst <l.Gorst@gov.je>
Cc: [REDACTED]
Subject: Re:
Date: Tuesday, July 18, 2017 22:37 BST

lan Article 25

Thanks very much for the e-mail and the update. As I said previously it was good to see you again on Sunday and things seem to be progressing well. I think the approach you have outlined below is ideal and I look forward to seeing the proposed legal drafts in due course. Also, I am happy with the additional back up of using the Ministerial Decision route if necessary.

As a consequence, I am satisfied that along with the information [REDACTED] has provided that I can proceed to speak to the Leader tomorrow in order to progress matters. Clearly I will then wait for a formal offer letter to follow during which time, we can sort the issues below and the other matters we discussed.

Kind Regards

Charlie

Sent from my iPad

- > On 18 Jul 2017, at 17:39, lan Gorst <l.Gorst@gov.je> wrote:
- >
- > Dear Charlie,
- >
- > Thank you again for meeting me on Sunday evening.
- >
- > I agree with your record of our discussions and agreements. I trust that [REDACTED] has now provided you with an update on a number of the technical issues around housing and pensions etc.
- >
- > I have also spoken with the Chair of our appointments Commission about the required transition team and recruitments interim and or permanent and she is ready to work with us both on these matters and doesn't foresee any problems.

Article 35

[REDACTED]

> I am conscious that whilst I am absolutely committed to making the necessary changes to allow you to do the job I want done, I would like to offer you more than just my word. I am therefore considering making a public Ministerial Decision instructing officers to make the necessary changes.

> If there are any other issues that you want to discuss or for me to consider please don't hesitate to contact me.

> Very best wishes,

> lan
> Sent from my iPhone

> *****
> Care : If you have received this email and it was not intended for you, please reply to the sender, and then delete it.
> Please treat our information in confidence. This communication may contain legal advice which is confidential and/or
> privileged. It should not be forwarded or copied to anyone else without the prior permission of the sender.

> Contract : This email does not form any binding agreement unless it is supported by an official States of Jersey
> purchase order form.

> Content : All States information systems may be monitored to ensure that they are operating correctly. Furthermore,

> the content of emails and other data on these systems may be examined, in exceptional circumstances, for the purpose
> of investigating or detecting any unauthorised use. This email has been scanned for viruses by the States of Jersey email
> gateway.

>

> Confidentiality: The confidentiality of this e-mail and your reply cannot be guaranteed. As a public authority, the States of Jersey is subject to the provisions of the Freedom of Information (Jersey) Law 2011. Under this Law we may be required to disclose information we hold, including the contents of this email and any response to it, unless the information is protected from disclosure by an exemption under the Law or any other enactment, including the Data Protection (Jersey) Law 2005.

> *****

----- End Of Message -----

Message # 3

Message Key: 000313E9CA47A21E4A31B0F0684BEF165F5473C1

From: charlie parker <charlie.parker@statesofjersey.gov>
To: Chris Stephenson <C.Stephenson@gov.je>
Cc: [REDACTED] Ian Gorst <I.Gorst@gov.je>
Subject: Re: Employment of CEO States of Jersey
Date: Thursday, July 20, 2017 07:26 BST



Chris

Thank you for the e-mail and the helpful information contained within it. I have spoken to [REDACTED] last night and left a message with the Chief Minister regarding progress at this end concerning notifying the Leader and looking to try to get some sort of announcement before my Leader and the Chief Minister go on holiday at the end of this week. I can arrange for biog information etc to come across today and our communication lead to make contact regarding any statement.

I will probably try and ring you later although, today is probably going to be somewhat busy. Thank you again for all your assistance.

Kind Regards

Charlie Parker

Sent from my iPad

> On 19 Jul 2017, at 18:11, Chris Stephenson <C.Stephenson@gov.je> wrote:

>

> Dear Mr Parker

>

> [REDACTED] of Odgers has introduced me via email .

>

> I was briefed yesterday afternoon by the Chief Minister that you are the successful candidate for the role of CEO. Congratulations!

>

> [REDACTED]

>

> The purpose of this email is to update you on the current position and progress of the offer process .

Article 25

>

> [REDACTED]

> [REDACTED]

> [REDACTED]

> You will appreciate there are a variety of employment checks to be undertaken and I will send you the link to our supplier so that you can complete the online process once you have confirmed you are content with the offer .

> [REDACTED]

> We have contracted with a specialist relocation company based in Jersey to support you [REDACTED] in the transition to Jersey . When you are ready, I can supply the consultant's name , phone number and email details.

> It will be helpful if you have photo and brief bio that you like to use, for our Communications lead so that we can start to prepare the necessary announcements. Ideally, at a moment of your choosing, it would be good to link up your current lead for Communications with ours to coordinate whatever announcement and timing is agreed between yourself , the Chief Minister and your Leader with regard to an announcement .

> My objective is get to you via email on Friday evening the offer letter , [REDACTED] . This will be followed by hard copy to an address of your choosing , if you care to provide one for me .

>

> I will send you a further update tomorrow evening to keep you in touch with progress .

>

> If you have any queries , you have both my email address and mobile number , please feel free to make contact if you wish .

>

> Best wishes

>

> Chris

>

> Chris Stephenson

> Director HR Employment Relations & Organisational Development

> Human Resources

> States of Jersey

> Cyril Le Marquand House | PO Box 600 | St Helier | Jersey | JE4 8YA

> t. +44(0)1534 [REDACTED] | e. c.stephenson@gov.je | w. www.gov.je |

> [REDACTED]

>

>

> Care : If you have received this email and it was not intended for you, please reply to the sender, and then delete it. Please treat our information in confidence. This communication may contain legal advice which is confidential and/or privileged. It should not be forwarded or copied to anyone else without the prior permission of the sender.

>

> Contract : This email does not form any binding agreement unless it is supported by an official States of Jersey purchase order form.

>


> Content : All States information systems may be monitored to ensure that they are operating correctly. Furthermore, the content of emails and other data on these systems may be examined, in exceptional circumstances, for the purpose of investigating or detecting any unauthorised use. This email has been scanned for viruses by the States of Jersey email gateway.

>

> Confidentiality : The confidentiality of this e-mail and your reply cannot be guaranteed. As a public authority, the States of Jersey is subject to the provisions of the Freedom of Information (Jersey) Law 2011. Under this Law we may be required to disclose information we hold, including the contents of this email and any response to it, unless the information is protected from disclosure by an exemption under the Law or any other enactment, including the Data Protection (Jersey) Law 2005.

----- End Of Message -----

Message # 4

Message Key: 000313ED6EC2C46621103799658DB36D9E29DC45 

From: Chris Stephenson <C.Stephenson@gov.je>

To: Ian Gorst <I.Gorst@gov.je>

Subject: FW: proposed schedule

Date: Wednesday, September 13, 2017 18:30 BST

Attachments: Timetable for Charlie Parker 171002.docx (28 KB) Article 25 and 35

CM

I need your guidance on the highlighted matter . At this stage no SEB is scheduled for when Charlie is visiting. Is it your desire we establish one ? I recollect you saying you were not on island .

I attach his proposed schedule for information.

Chris

Chris Stephenson
Director HR Employment Relations & Organisational Development
Human Resources
States of Jersey
Cyril Le Marquand House | PO Box 600 | St Helier | Jersey | JE4 8YA
t. +44(0)1534 [REDACTED] | e. c.stephenson@gov.je<mailto:c.stephenson@gov.je> | w. www.gov.je<http://www.gov.je/> |
Mobile [REDACTED]

From: charlie parker [mailto:charlie.parker@jersey.gov.je] [REDACTED]
Sent: 13 September 2017 15:19
To: Chris Stephenson <C.Stephenson@gov.je>
Cc: [REDACTED]
Subject: Re: proposed schedule

Chris

Thanks for the update and all the help in putting the itinerary together. With regards to the schedule there are two possible issues that could cause a problem. Firstly I understand the recruitment of the Children's Commissioner may be concluded on the 3/10 so that may cause an issue. Also, I am due to speak to the CM but, I am pretty sure a SEB may also take place on that date. However, I will come back to you hopefully by the end of the week on that later point. If they are to be accommodated, that will necessitate a rescheduling of the meetings. Again I am happy to discuss that once we are clearer on events for the 3rd.

I am happy to speak with [REDACTED] appropriate day so Friday is fine. Thanks for sorting.

Cheers

Charlie

Sent from my iPad

On 12 Sep 2017, at 14:14, Chris Stephenson <C.Stephenson@gov.je<mailto:C.Stephenson@gov.je>> wrote:
Dear Charlie

Hopefully, you are well on the way to being suitably chilled !

I'm sorry to disturb you but thought it useful to propose the schedule for your visit and cover some other ancillary points . Please reply when you are able and we can adjust as required .

Flights etc. organised and notified to you

Article 25

[REDACTED] . I'm advised that the DBS check is clear .
We will need to carry out the full security check via SOJ police for your UK government clearances . This will be initiated once the contract is signed .

[Redacted]

I attach the suggested programme. Clearly, we will amend to suit your needs /guidance .

I highlight one point , there is no SEB booked during your visit . Do you require one ? If so I will need to get it organised but the meeting sequence for the Board does not include one at this time (next scheduled meeting is 29/9) . The CM in his briefing on your schedule did not indicate one was needed. Perhaps such a meeting could be called when both you and the CM can attend together ?

Residency matters were discussed at SEB again last week , [Redacted]

Article 25

[Redacted]

Article 25 and 35

Best wishes for your holiday

Chris

PS I have just received your note – I have checked with [Redacted]

Chris Stephenson
Director HR Employment Relations & Organisational Development
Human Resources
States of Jersey
Cyril Le Marquand House | PO Box 600 | St Helier | Jersey | JE4 8YA
t. +44(0)1534 [Redacted] | e. c.stephenson@gov.je<mailto:c.stephenson@gov.je> | w. www.gov.je<http://www.gov.je/> |
Mobile +4 [Redacted]

Care : If you have received this email and it was not intended for you, please reply to the sender, and then delete it. Please treat our information in confidence. This communication may contain legal advice which is confidential and/or privileged. It should not be forwarded or copied to anyone else without the prior permission of the sender.

Contract : This email does not form any binding agreement unless it is supported by an official States of Jersey purchase order form.

Content : All States information systems may be monitored to ensure that they are operating correctly. Furthermore, the content of emails and other data on these systems may be examined, in exceptional circumstances, for the purpose of investigating or detecting any unauthorised use. This email has been scanned for viruses by the States of Jersey email gateway.

Confidentiality : The confidentiality of this e-mail and your reply cannot be guaranteed. As a public authority, the States of Jersey is subject to the provisions of the Freedom of Information (Jersey) Law 2011. Under this Law we may be required to disclose information we hold, including the contents of this email and any response to it, unless the information is protected from disclosure by an exemption under the Law or any other enactment, including the Data Protection (Jersey) Law 2005.

<Timetable for Charlie Parker 171002.docx>

Message # 5

Message Key: 000313EDCA3FD40C9A5ADF45AFD27663E8314CE8
From: Chris Stephenson <C.Stephenson@gov.je>
To: 'charlie parker' <charlie.parker@██████████>
Cc: Ian Gorst <I.Gorst@gov.je>
Subject: Contractual matters
Date: Thursday, September 28, 2017 20:47 BST



Charlie

██████████ .
I cannot provide you with the residency letter fully signed as it remains unsigned whilst ██████████
██████████ I am assured by ██████████ that all will be in place for you to sign the contract and have the letter on Monday.

I have copied in the CM to ensure he is fully sighted.

I understand you will be progressing the ██████████ now you have returned from leave .

I apologise for the delay Article 25

Best wishes

Chris

Chris Stephenson
Director HR Employment Relations & Organisational Development
Human Resources
States of Jersey
Cyril Le Marquand House | PO Box 600 | St Helier | Jersey | JE4 8YA
t. +44(0)1534 ██████████ | e. c.stephenson@gov.je<mailto:c.stephenson@gov.je> | w. www.gov.je<http://www.gov.je/> |
Mobile ██████████

----- End Of Message -----

Message # 6

Message Key: 000313ED9592DE761A10D8F14EB1B289EC60EBE1
From: charlie parker <charlie.parker@██████████>
To: Chris Stephenson <C.Stephenson@gov.je>
Cc: Ian Gorst <I.Gorst@gov.je>
Subject: Re: Contractual matters
Date: Friday, September 29, 2017 09:35 BST



Chris

Thanks for the update. I don't think the document is attached? Could you forward it please.

Cheers

Charlie

Sent from my iPad

> On 28 Sep 2017, at 20:47, Chris Stephenson <C.Stephenson@gov.je> wrote:

>

As per message 5

Message # 7

Message Key: 000313ED352B5FC04DE3D3C3B82DB55196D53470
From: Chris Stephenson <C.Stephenson@gov.je>
To: 'charlie parker' <charlie.parke [REDACTED]>
Cc: Ian Gorst <I.Gorst@gov.je>
Subject: RE: Contractual matters
Date: Friday, September 29, 2017 14:31 BST
Attachments: [REDACTED]



Article 25

Charlie

Apologies , just got back to my desk . Sorry for not adding the attachment . Here it is .

Have a good weekend and a safe flight

Chris

Chris Stephenson

As per message 5 and 6