



WALES AUDIT OFFICE  
SWYDDFA ARCHWILIO CYMRU

Guernsey good governance results –  
survey of States senior members of  
staff

**Principle 3: Promoting values for  
the States of Guernsey and  
demonstrating the values of good  
governance through behaviour**

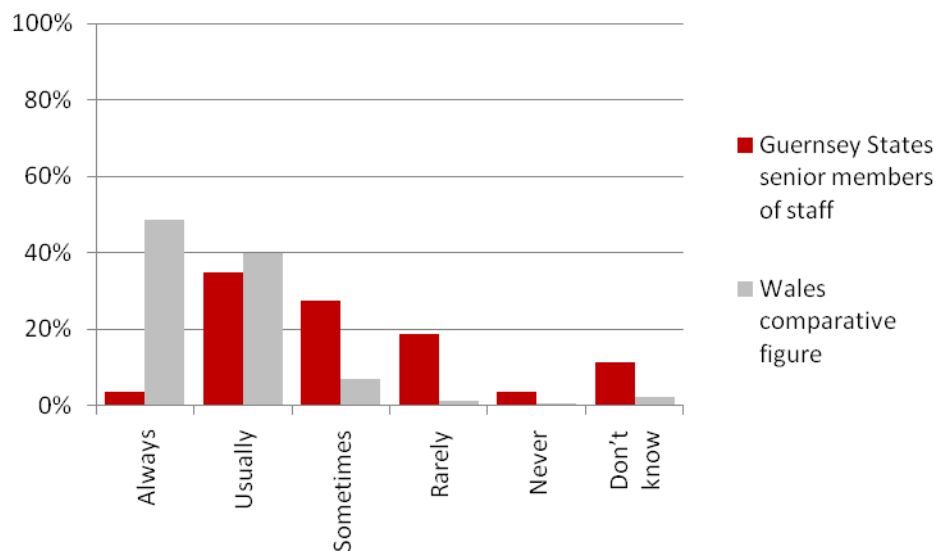


### **Status of this report**

This report has been prepared by the Auditor General for the States of Guernsey Public Accounts Committee under an agreement with the States of Guernsey.

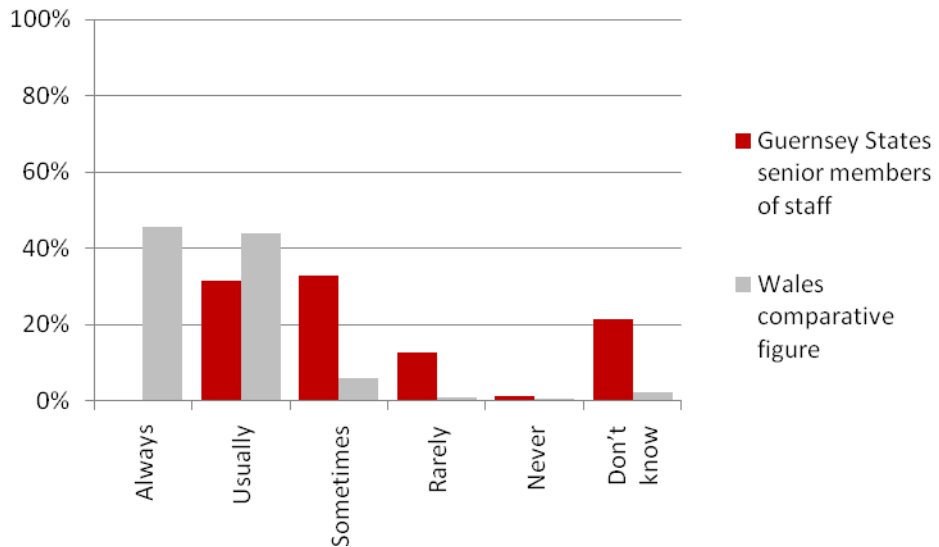
**The values the States of Guernsey expects its members to demonstrate are clearly set out**

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	3.8%	35.0%	27.5%	18.8%	3.8%	11.3%
Wales comparative figure	48.5%	39.8%	7.2%	1.5%	0.8%	2.3%



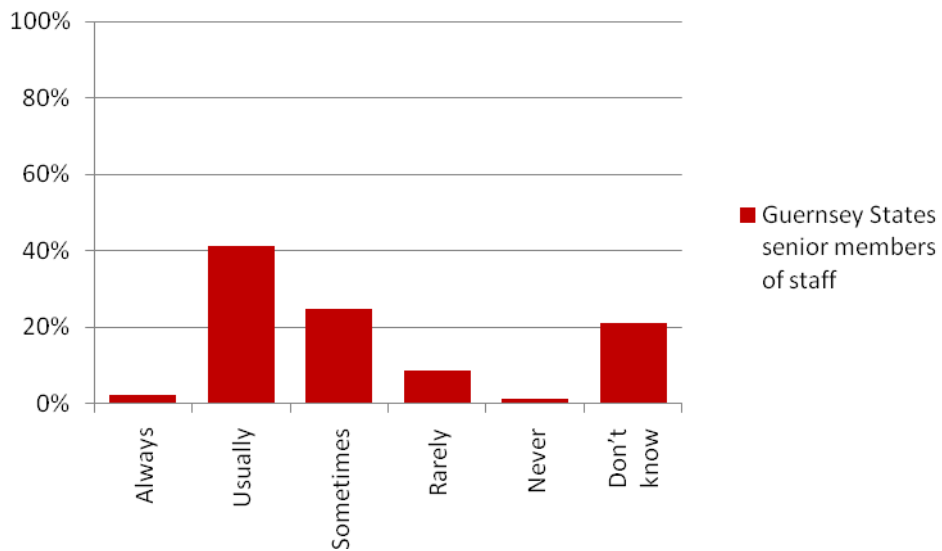
## These values are appropriate to the achievement of the States of Guernsey's objectives

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	0.0%	31.6%	32.9%	12.7%	1.3%	21.5%
Wales comparative figure	45.8%	43.9%	6.1%	1.1%	0.8%	2.3%



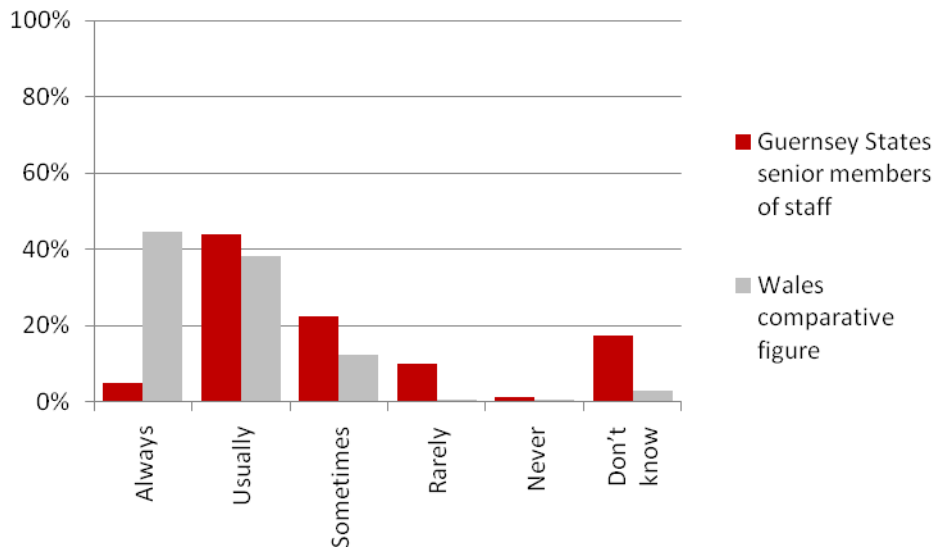
## These values are appropriate to the achievement of my department's/committee's objectives

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	2.5%	41.3%	25.0%	8.8%	1.3%	21.3%



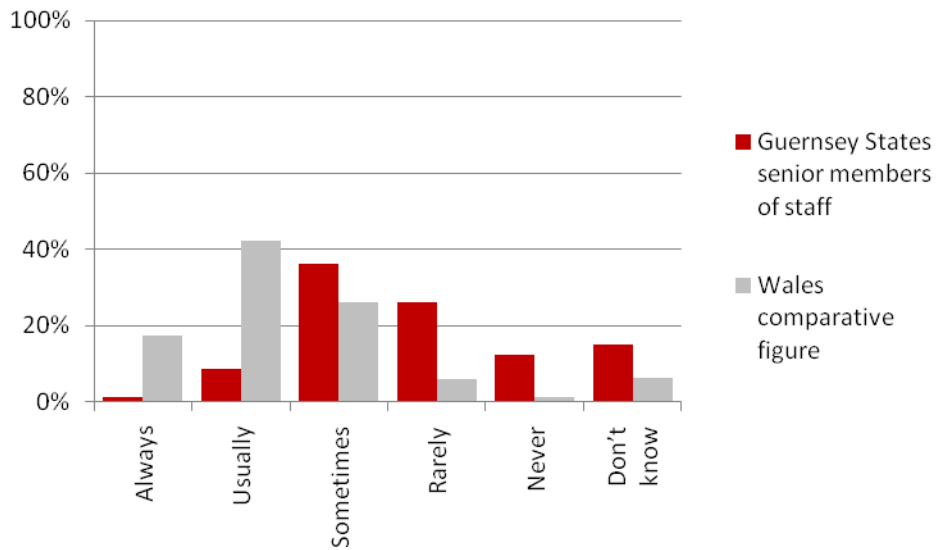
**These values take into account standards of conduct, equalities, diversity and human rights issues**

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	5.0%	43.8%	22.5%	10.0%	1.3%	17.5%
Wales comparative figure	44.7%	38.3%	12.5%	0.8%	0.8%	3.0%



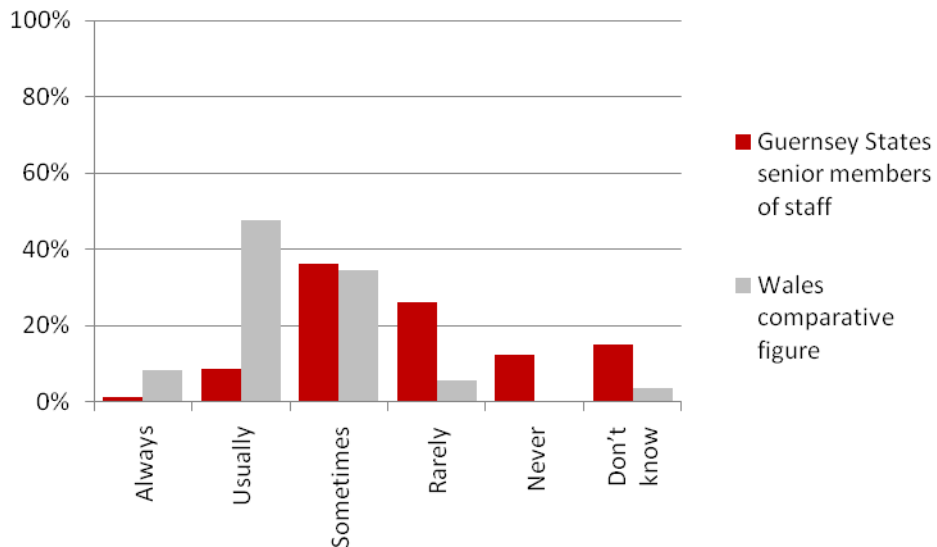
## Rigorous processes ensure these values guide the actions of members

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	1.3%	8.8%	36.3%	26.3%	12.5%	15.0%
Wales comparative figure	17.4%	42.4%	26.1%	6.1%	1.5%	6.4%



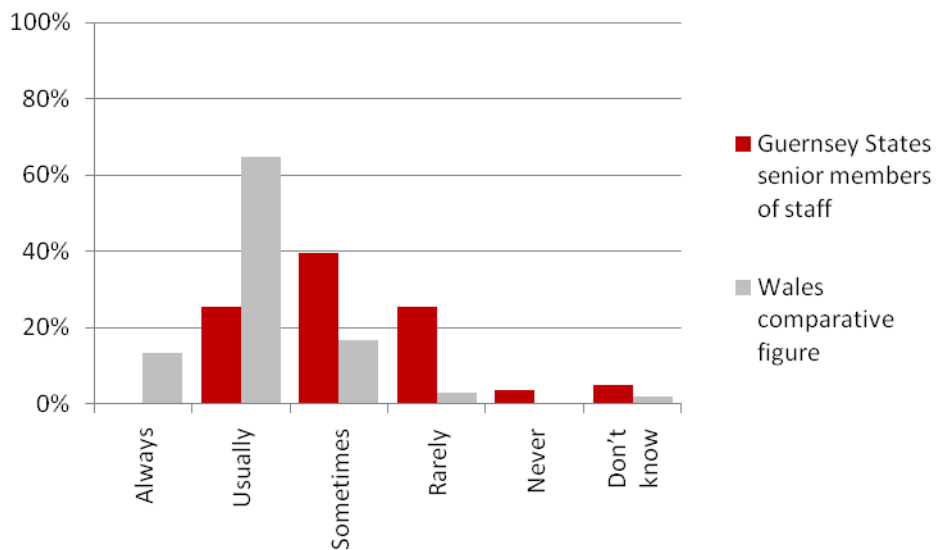
## Members demonstrate commitment to these values in their behaviour

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	1.3%	8.8%	36.3%	26.3%	12.5%	15.0%
Wales comparative figure	8.4%	47.5%	34.6%	5.7%	0.0%	3.8%



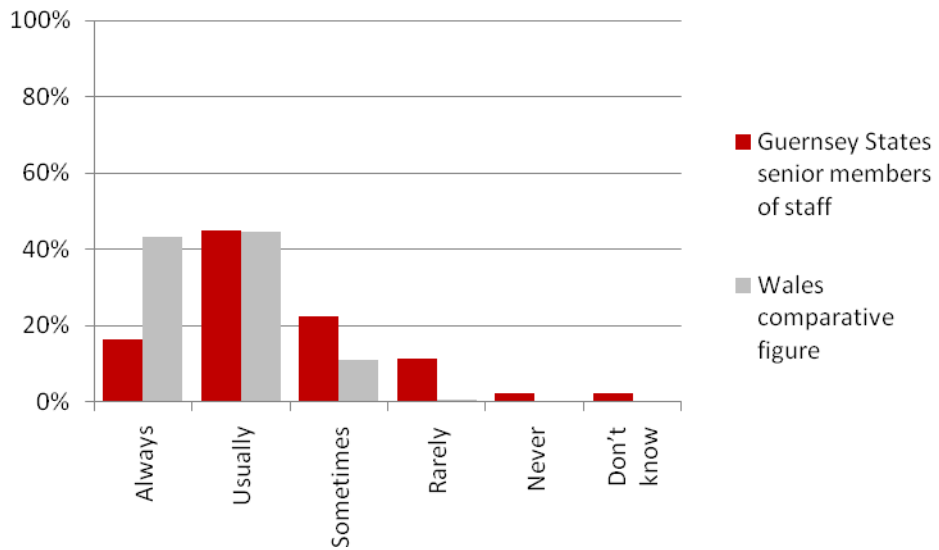
## The dividing line between the roles and responsibilities of staff and members respectively are clearly defined and upheld

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	0.0%	25.6%	39.7%	25.6%	3.8%	5.1%
Wales comparative figure	13.5%	64.6%	16.9%	3.1%	0.0%	1.9%



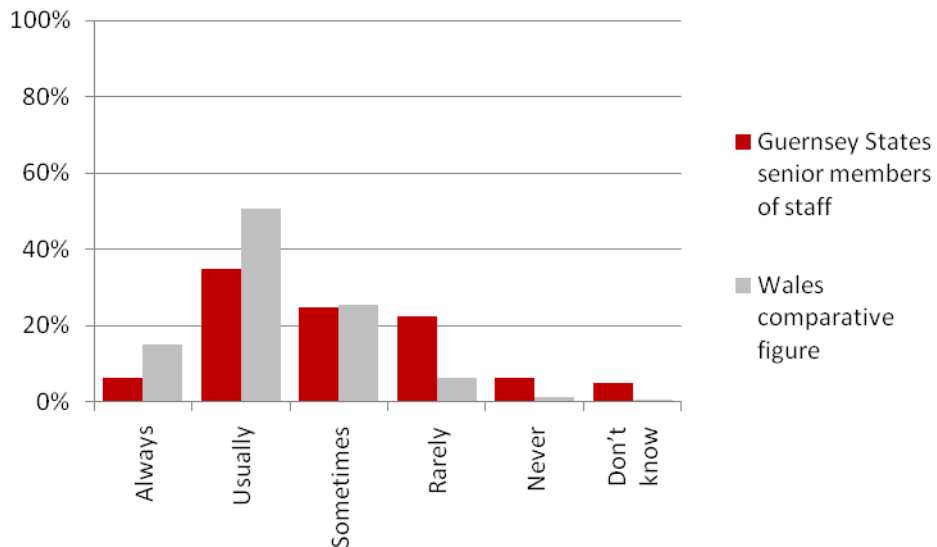
## The values the States of Guernsey expects its staff to demonstrate are clearly set out

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	16.3%	45.0%	22.5%	11.3%	2.5%	2.5%
Wales comparative figure	43.2%	44.7%	11.0%	0.8%	0.4%	0.0%



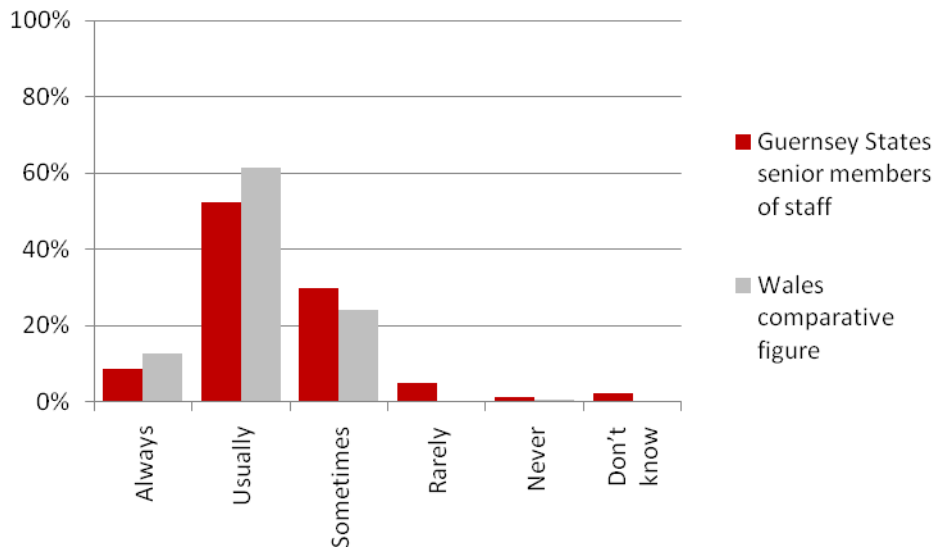
## Rigorous processes ensure these values guide the actions of staff

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	6.3%	35.0%	25.0%	22.5%	6.3%	5.0%
Wales comparative figure	15.2%	50.6%	25.5%	6.5%	1.5%	0.8%



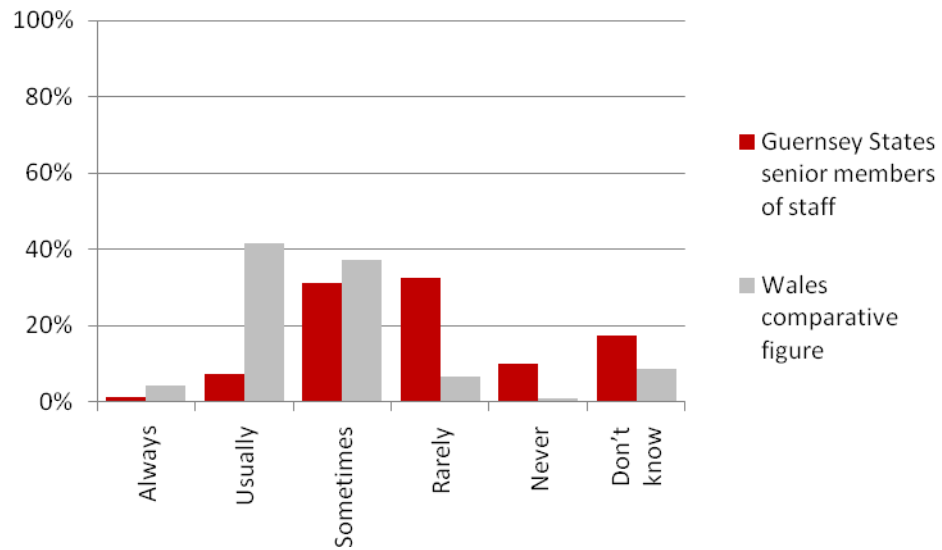
## Staff demonstrate commitment to these values in their behaviour

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	8.8%	52.5%	30.0%	5.0%	1.3%	2.5%
Wales comparative figure	12.9%	61.4%	24.2%	0.4%	0.8%	0.4%



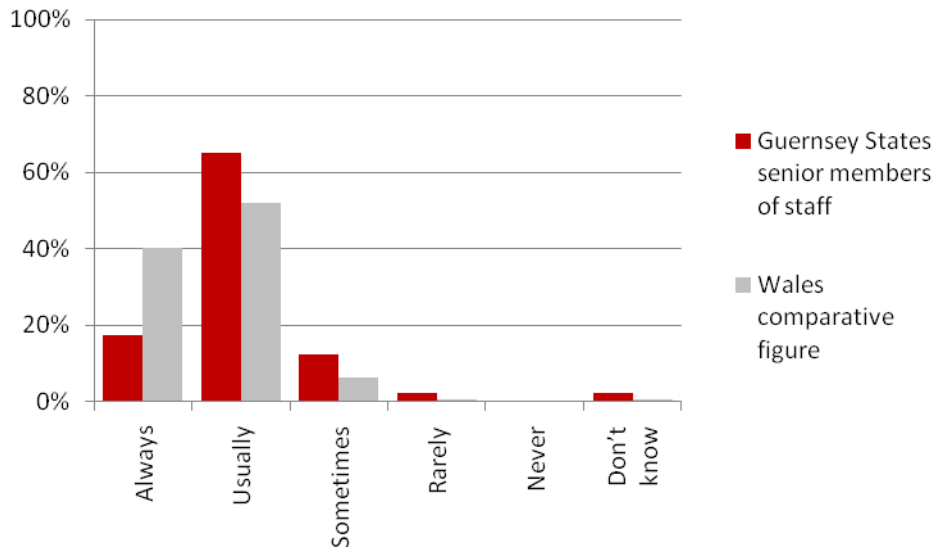
## External stakeholders know the values which guide the work of the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	1.3%	7.5%	31.3%	32.5%	10.0%	17.5%
Wales comparative figure	4.5%	41.7%	37.1%	6.8%	1.1%	8.7%



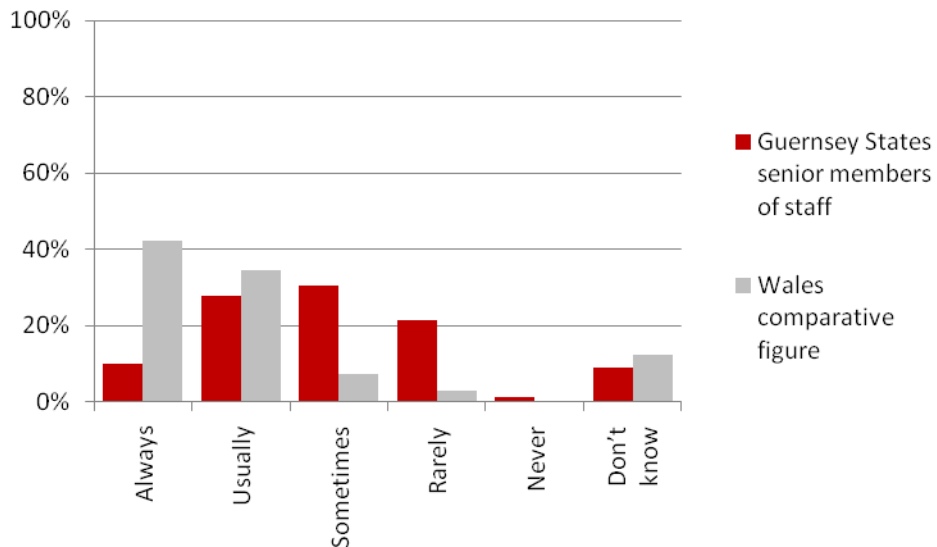
## Senior staff act in a professional, impartial and non-political way in the best interests of Guernsey residents

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	17.5%	65.0%	12.5%	2.5%	0.0%	2.5%
Wales comparative figure	40.2%	51.9%	6.4%	0.8%	0%	0.8%



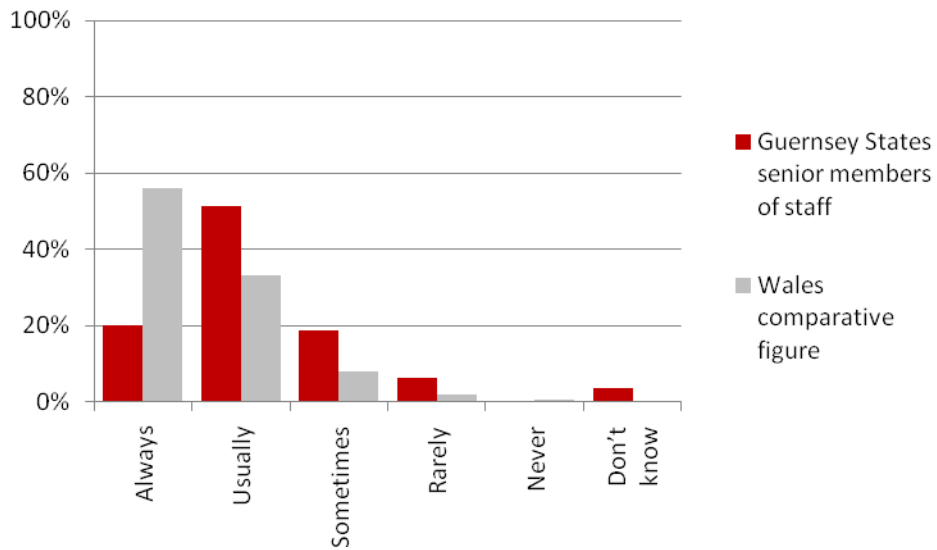
## Bullying by members is not tolerated within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	10.1%	27.8%	30.4%	21.5%	1.3%	8.9%
Wales comparative figure	42.3%	34.6%	7.3%	3.1%	0.4%	12.3%



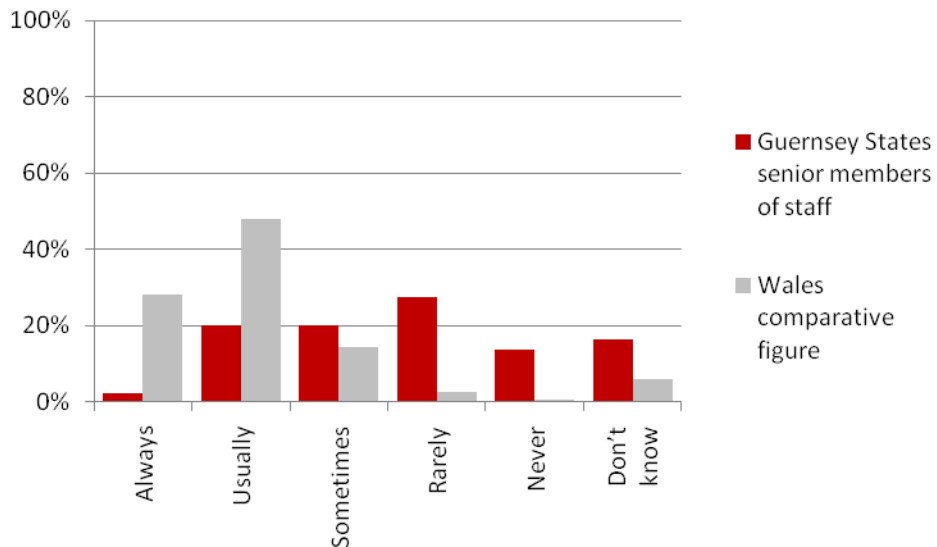
## Bullying by staff is not tolerated within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	20.0%	51.2%	18.8%	6.3%	0.0%	3.8%
Wales comparative figure	55.9%	33.1%	8.0%	1.9%	0.8%	0.4%



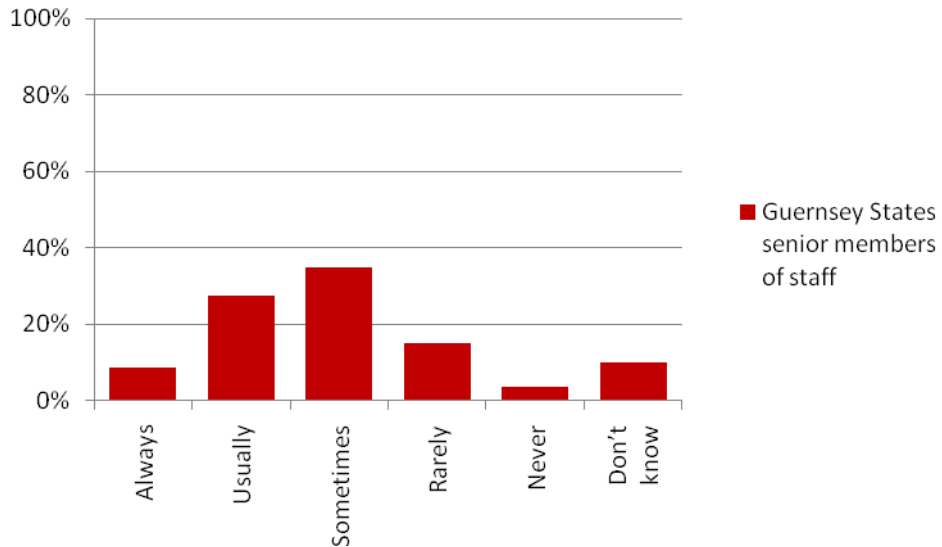
## There are effective arrangements to oversee the behaviour of members

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	2.5%	20.0%	20.0%	27.5%	13.8%	16.3%
Wales comparative figure	28.1%	47.9%	14.4%	2.7%	0.8%	6.1%



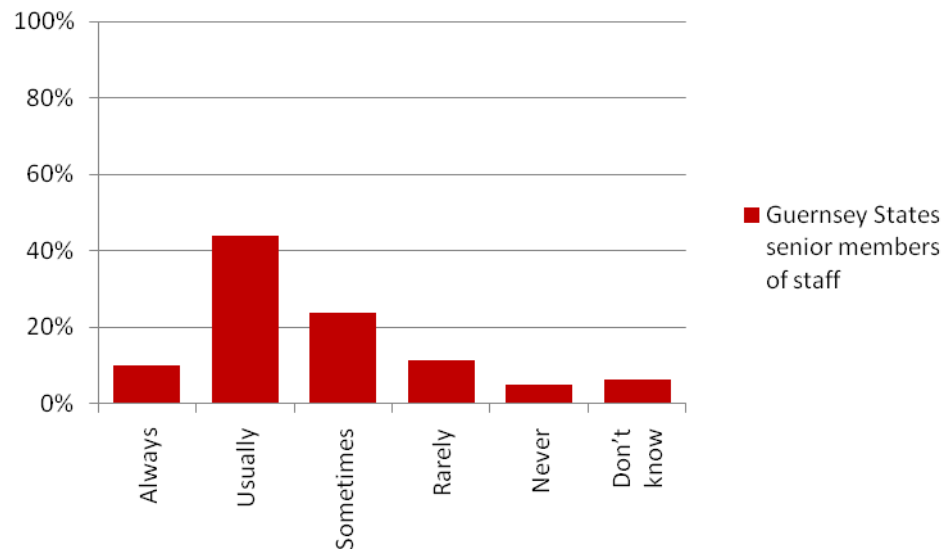
## There are effective arrangements to ensure good standards of conduct of all holders of public office within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	8.8%	27.5%	35.0%	15.0%	3.8%	10.0%



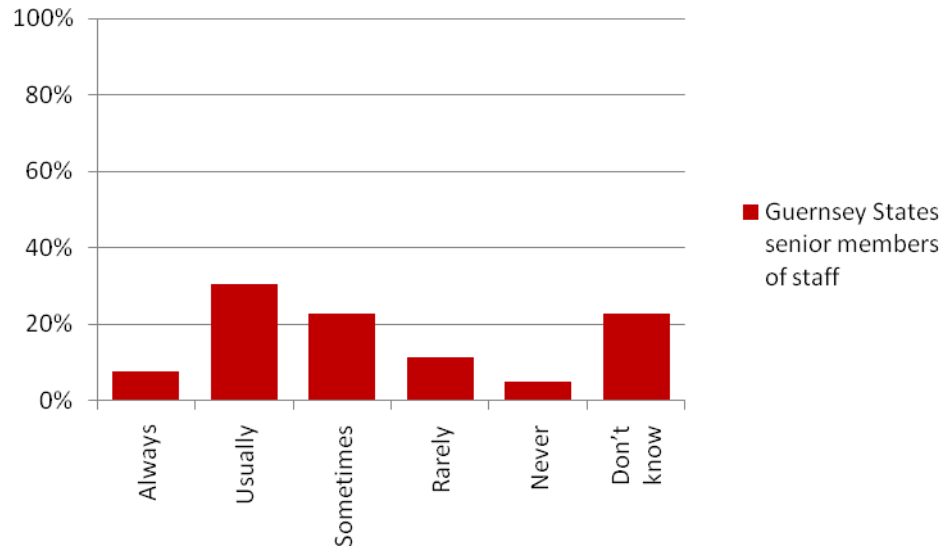
## States of Guernsey have arrangements in place to enable staff to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	10.0%	43.8%	23.8%	11.3%	5.0%	6.3%



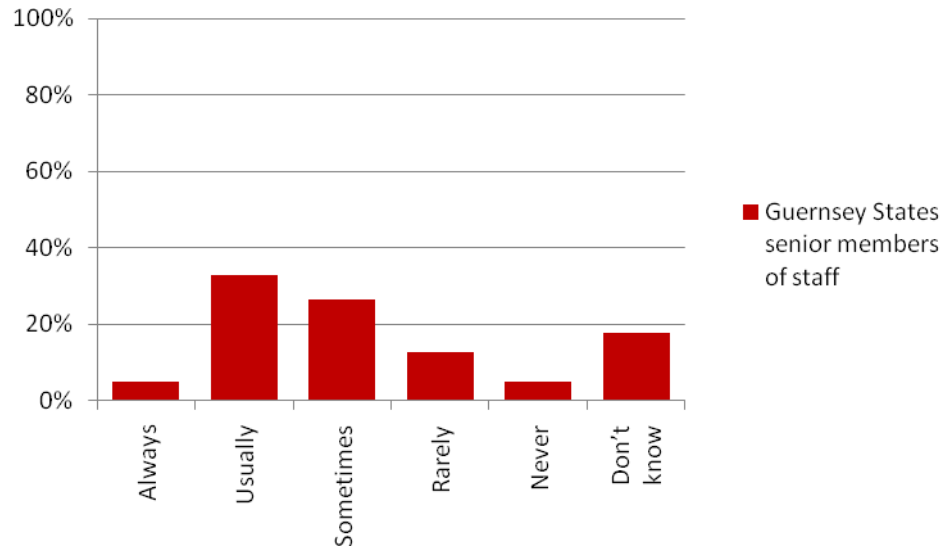
## The States of Guernsey have arrangements in place to enable members to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	7.6%	30.4%	22.8%	11.4%	5.1%	22.8%



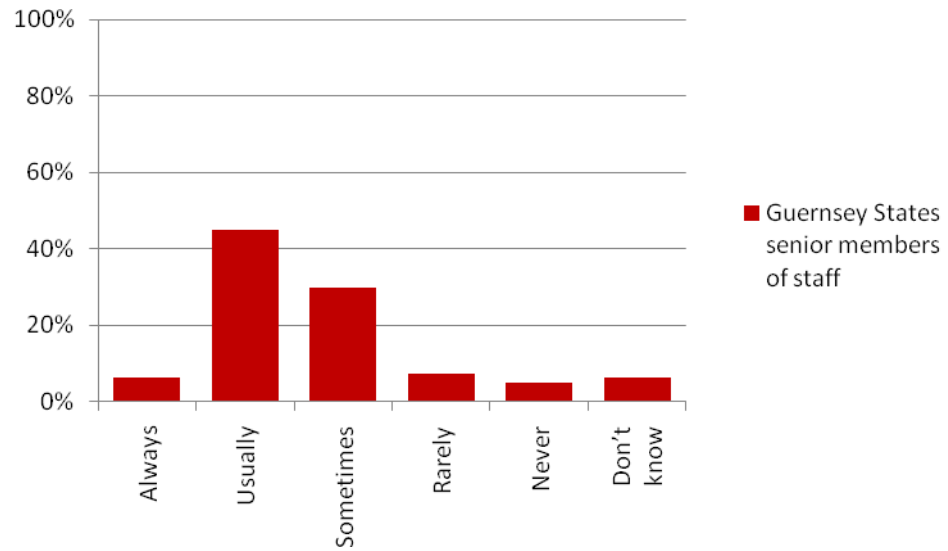
## The States of Guernsey have arrangements in place to enable external stakeholders to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	5.1%	32.9%	26.6%	12.7%	5.1%	17.7%



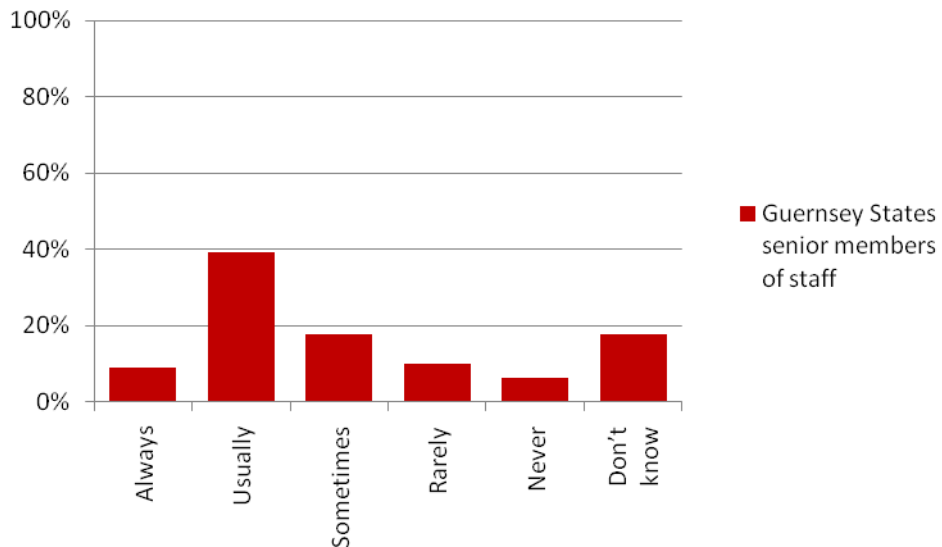
## Staff can raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	6.3%	45.0%	30.0%	7.5%	5.0%	6.3%



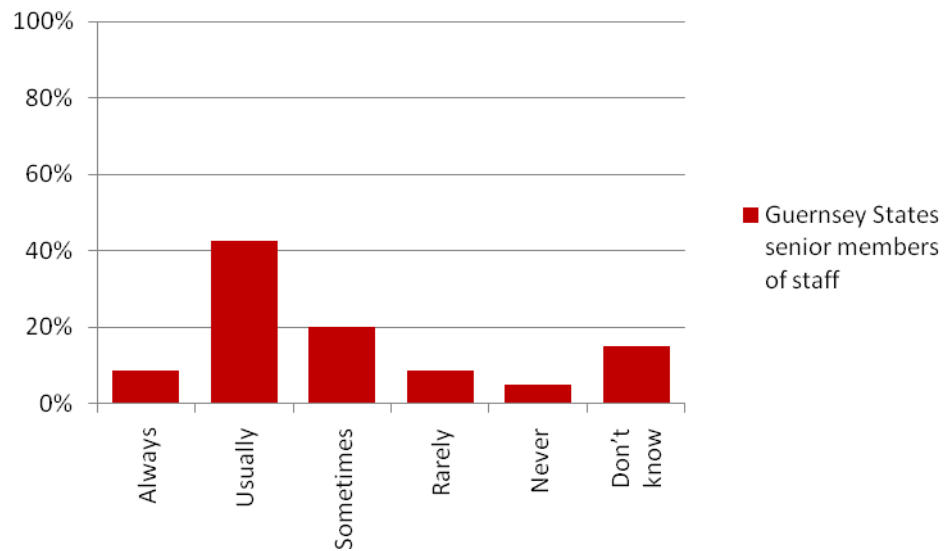
## Members can raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	8.9%	39.2%	17.8%	10.1%	6.3%	17.7%



## External stakeholders can raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States senior members of staff	8.8%	42.5%	20.0%	8.8%	5.0%	15.0%







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