



WALES AUDIT OFFICE  
SWYDDFA ARCHWILIO CYMRU

Guernsey good governance results –  
survey of States deputies/non-States  
members

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

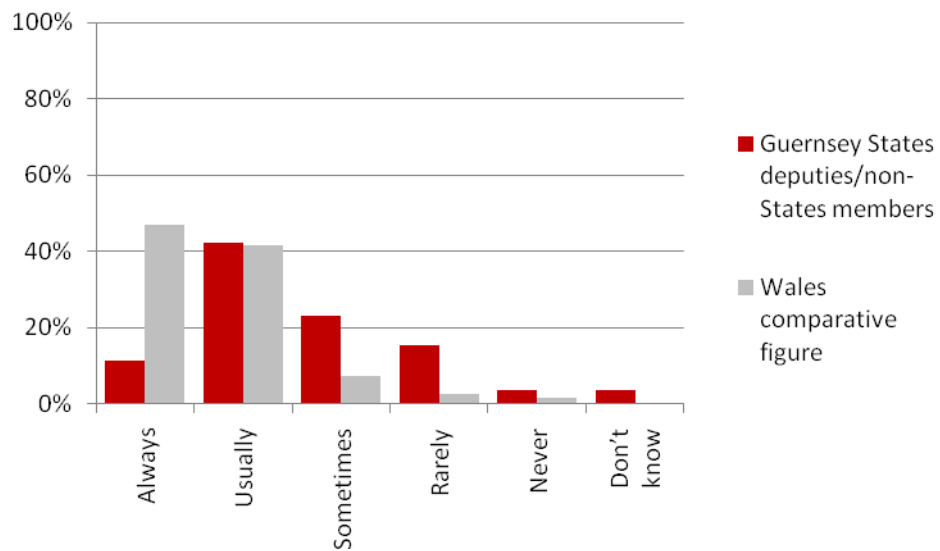


### **Status of this report**

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.

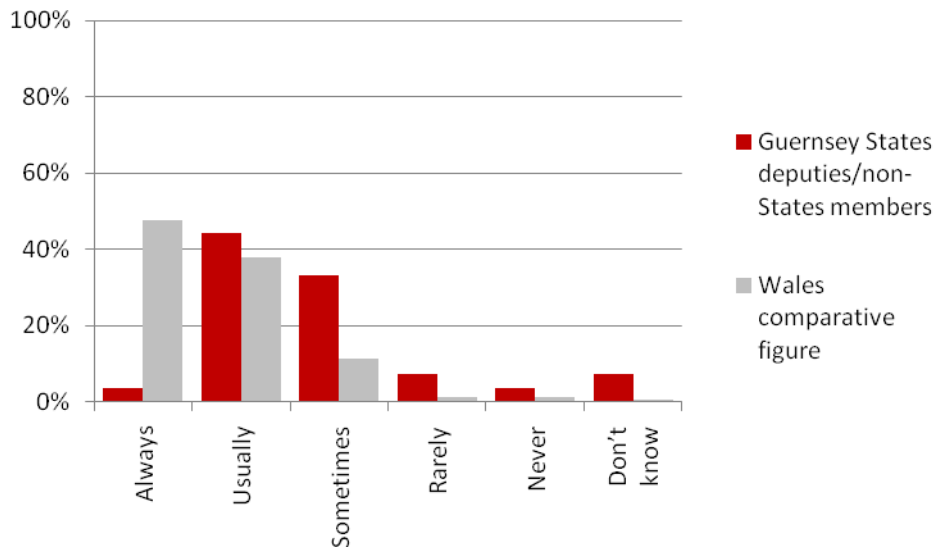
## The values the States of Guernsey expects its members to demonstrate are clearly set out

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.5%	42.3%	23.1%	15.4%	3.8%	3.8%
Wales comparative figure	46.9%	41.5%	7.4%	2.7%	1.6%	0.0%



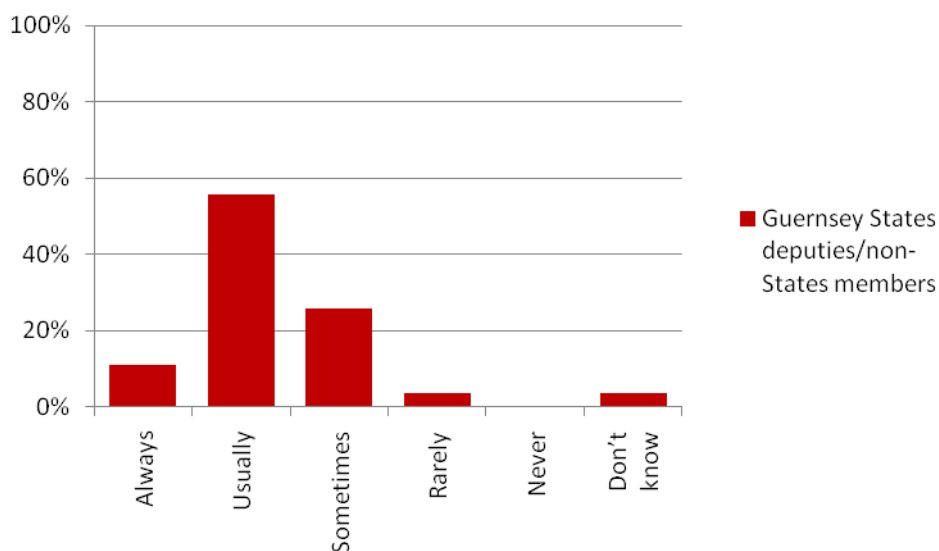
## These values are appropriate to the achievement of the States of Guernsey's objectives

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	3.7%	44.4%	33.3%	7.4%	3.7%	7.4%
Wales comparative figure	47.7%	37.9%	11.3%	1.2%	1.2%	0.8%



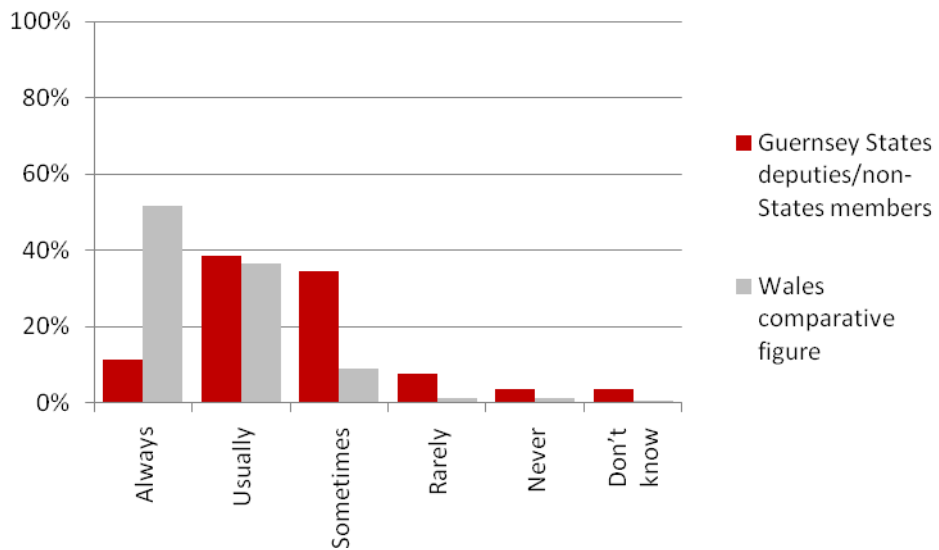
**These values are appropriate to the achievement of my department's/committee's objectives**

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	55.6%	25.9%	3.7%	0.0%	3.7%



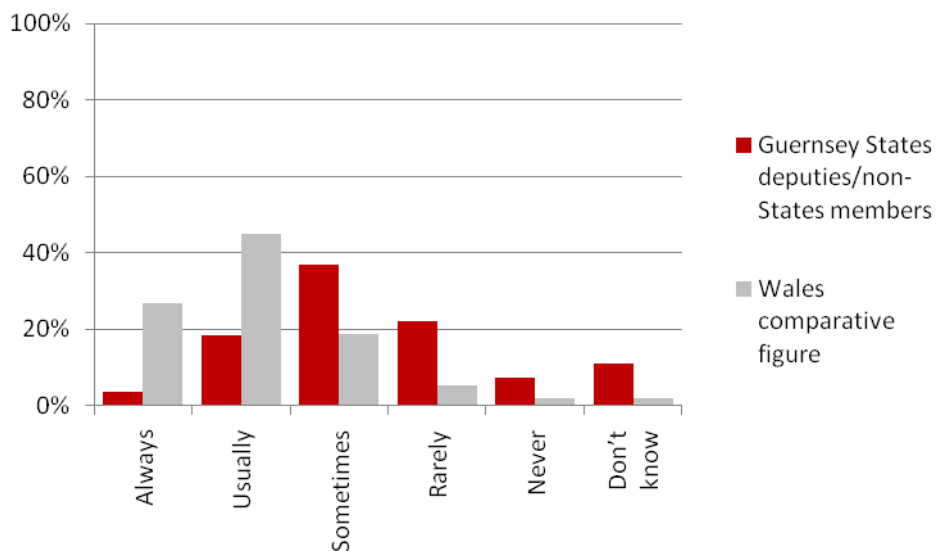
**These values take into account standards of conduct, equalities, diversity and human rights issues**

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.5%	38.5%	34.6%	7.7%	3.8%	3.8%
Wales comparative figure	51.8%	36.5%	9.0%	1.2%	1.2%	0.8%



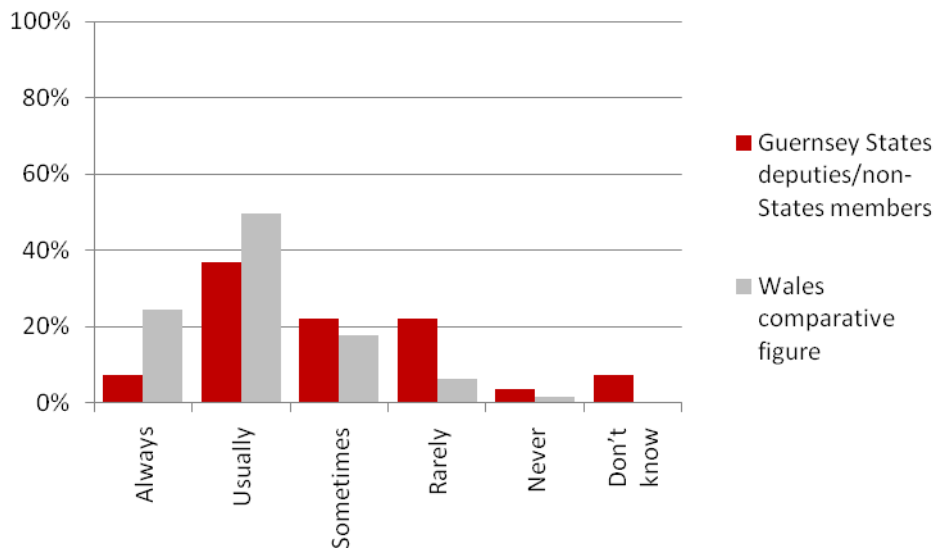
## Rigorous processes ensure these values guide the actions of members

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	3.7%	18.5%	37.0%	22.2%	7.4%	11.1%
Wales comparative figure	26.8%	45.1%	18.7%	5.4%	1.9%	1.9%



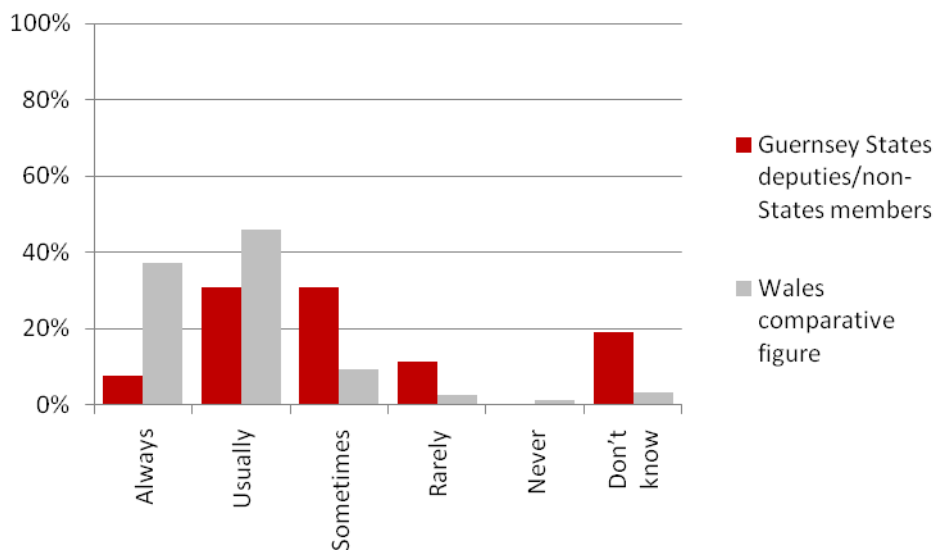
## The dividing line between the roles and responsibilities of staff and members respectively are clearly defined and upheld

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	7.4%	37.0%	22.2%	22.2%	3.7%	7.4%
Wales comparative figure	24.4%	49.6%	17.7%	6.3%	1.6%	0.4%



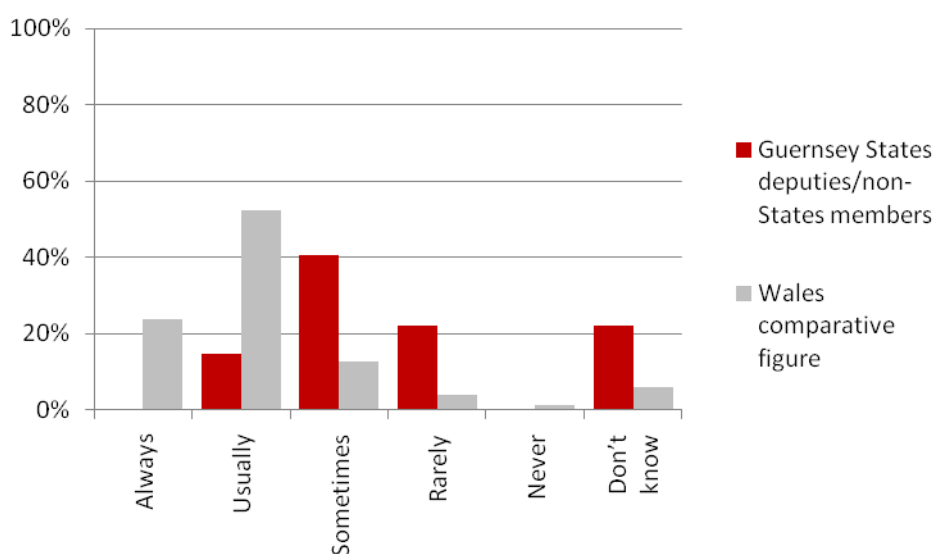
## The values the States of Guernsey expects its staff to demonstrate are clearly set out

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	7.7%	30.8%	30.8%	11.5%	0.0%	19.2%
Wales comparative figure	37.3%	45.9%	9.4%	2.7%	1.2%	3.5%



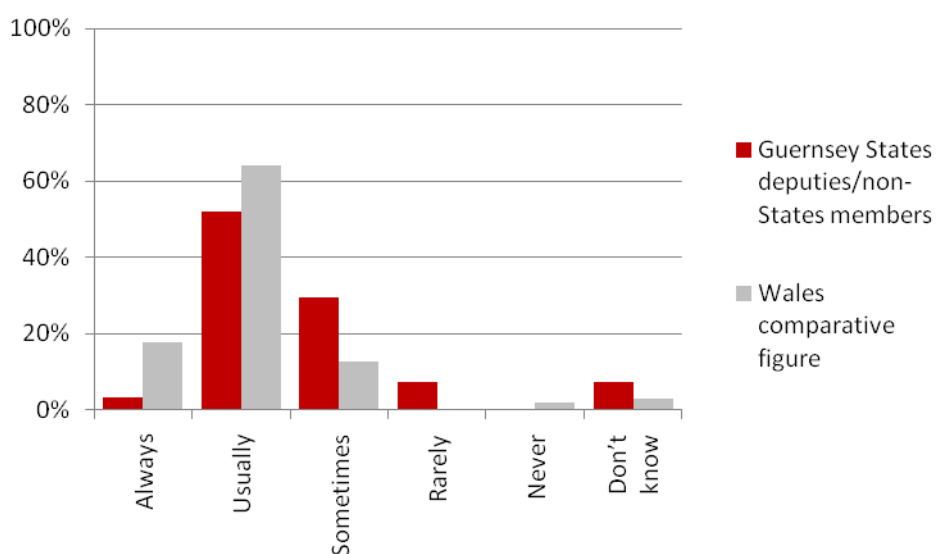
## Rigorous processes ensure these values guide the actions of staff

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	0.0%	14.8%	40.7%	22.2%	0.0%	22.2%
Wales comparative figure	23.8%	52.3%	12.9%	3.9%	1.2%	5.9%



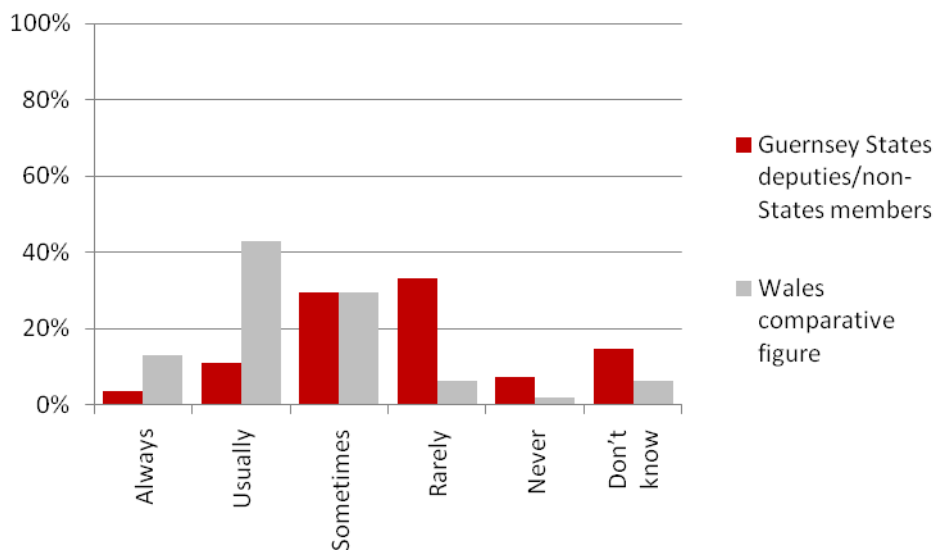
## Staff demonstrate commitment to these values in their behaviour

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	3.4%	51.9%	29.6%	7.4%	0.0%	7.4%
Wales comparative figure	17.7%	64.2%	12.6%	0.4%	2.0%	3.1%



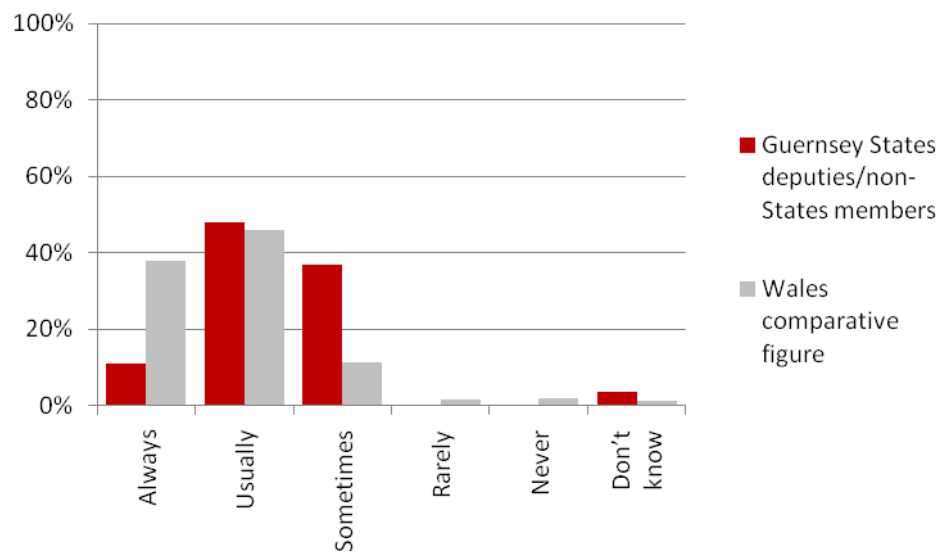
## External stakeholders know the values which guide the work of the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	3.7%	11.1%	29.5%	33.3%	7.4%	14.8%
Wales comparative figure	13.0%	42.9%	29.6%	6.3%	2.0%	6.3%



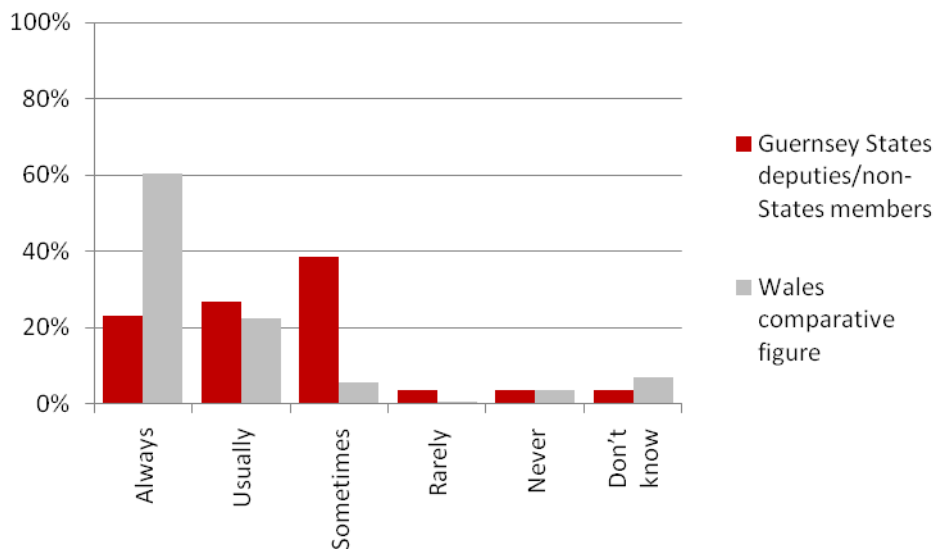
## Senior staff act in a professional, impartial and non-political way in the best interests of Guernsey residents

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	48.1%	37.0%	0.0%	0.0%	3.7%
Wales comparative figure	37.8%	46.1%	11.4%	1.6%	2.0%	1.2%



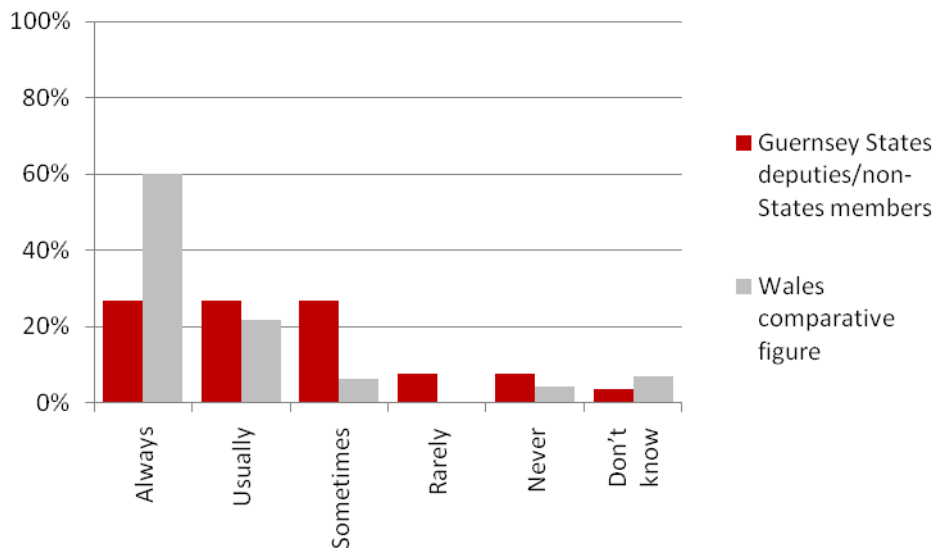
## Bullying by members is not tolerated within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	23.1%	26.9%	38.5%	3.8%	3.8%	3.8%
Wales comparative figure	60.4%	22.4%	5.6%	0.8%	3.6%	7.2%



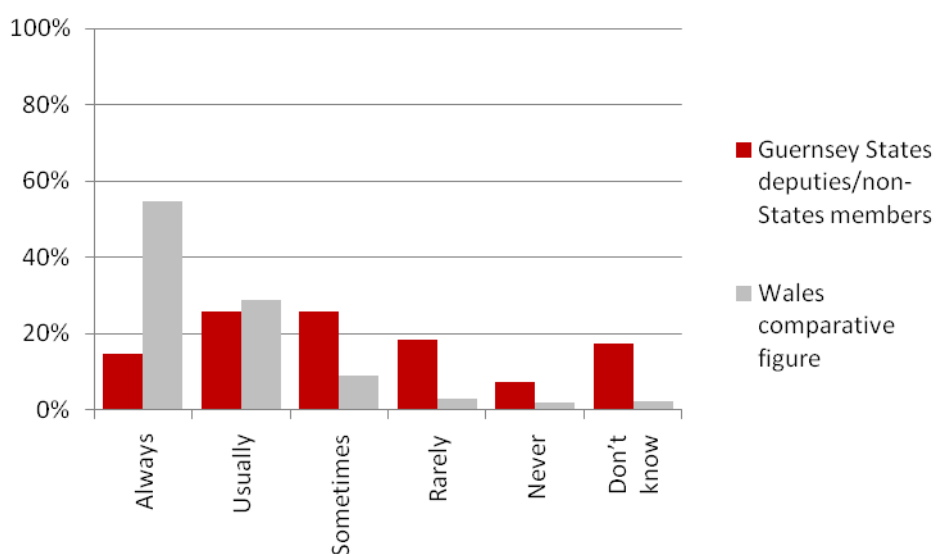
## Bullying by staff is not tolerated within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	26.9%	26.9%	26.9%	7.7%	7.7%	3.8%
Wales comparative figure	60.2%	21.9%	6.3%	0.4%	4.3%	7.0%



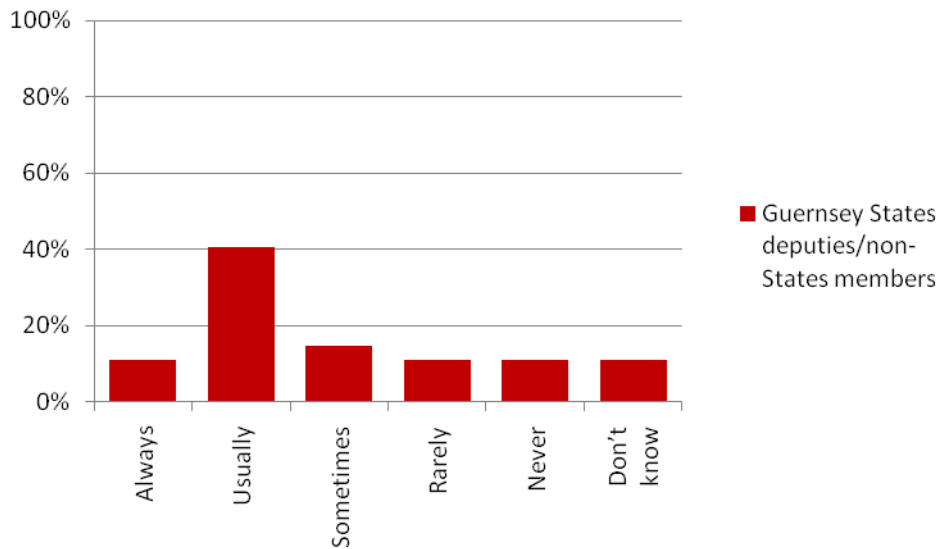
## There are effective arrangements to oversee the behaviour of members

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	14.8%	25.9%	25.9%	18.5%	7.4%	17.4%
Wales comparative figure	54.7%	28.7%	9.1%	3.1%	2.0%	2.4%



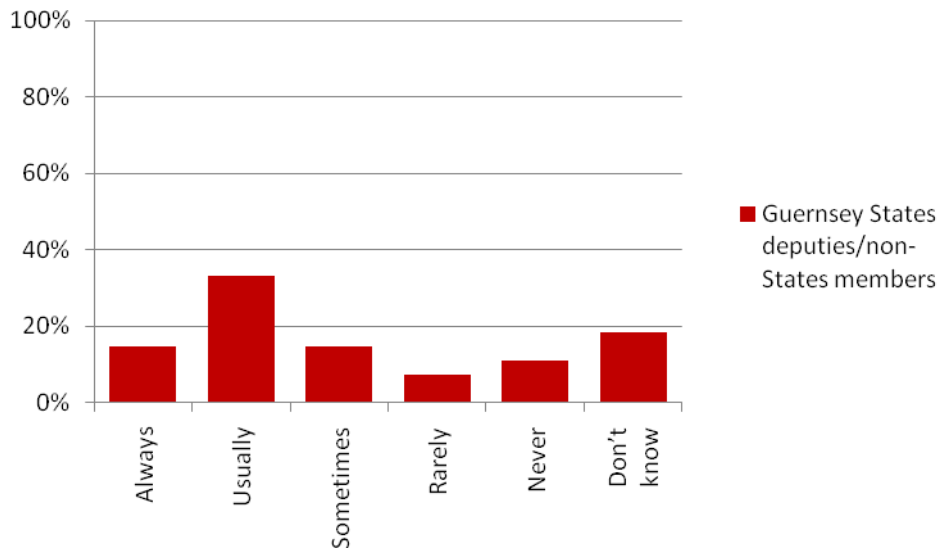
## There are effective arrangements to ensure good standards of conduct of all holders of public office within the States of Guernsey

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	40.7%	14.8%	11.1%	11.1%	11.1%



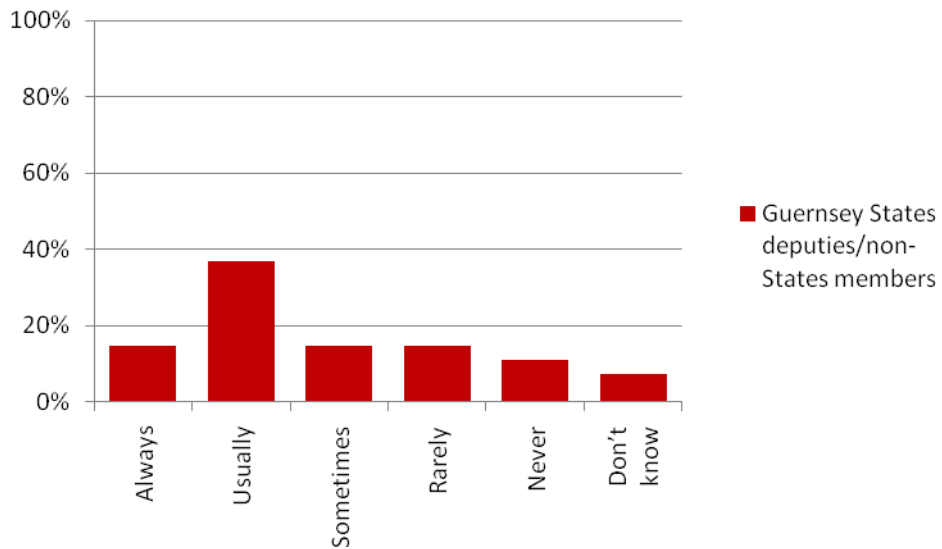
## States of Guernsey have arrangements in place to enable staff to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	14.8%	33.3%	14.8%	7.4%	11.1%	18.5%



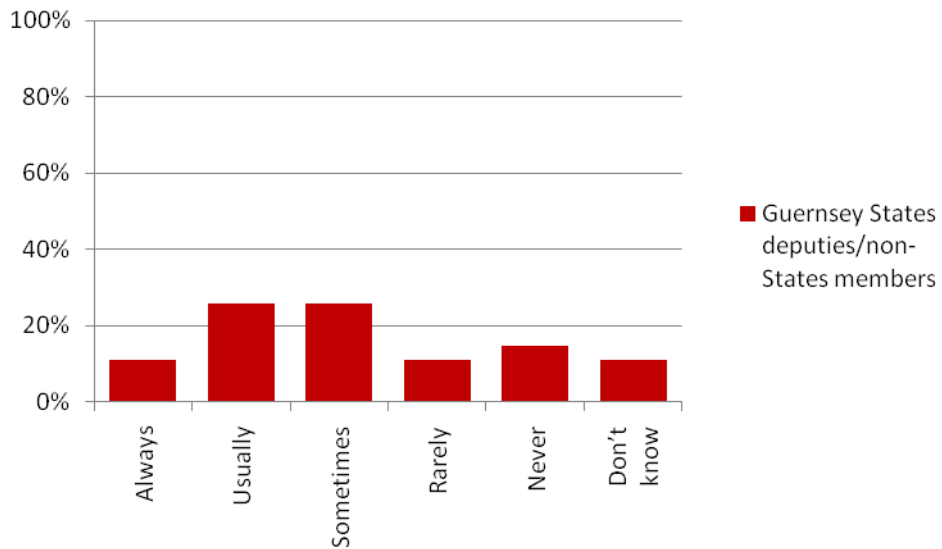
## The States of Guernsey have arrangements in place to enable members to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	14.8%	37.0%	14.8%	14.8%	11.1%	7.4%



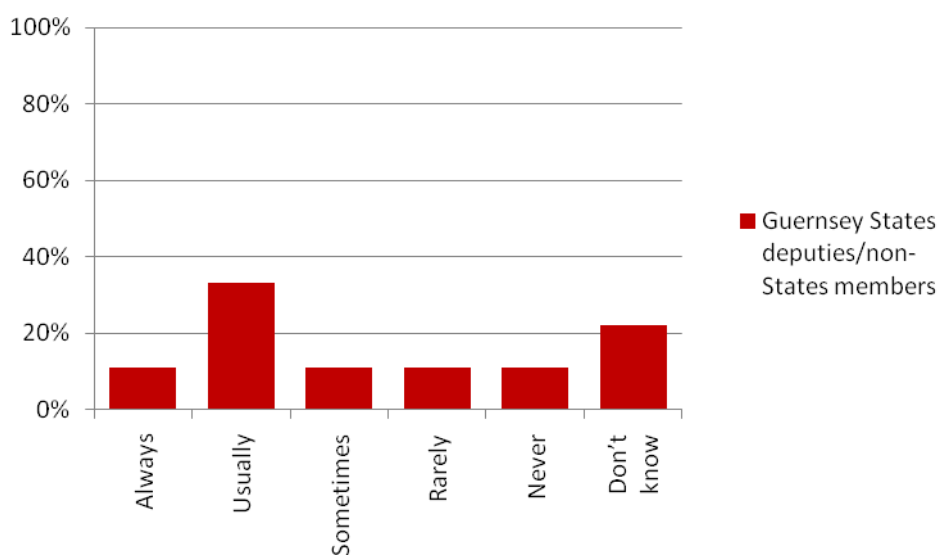
## The States of Guernsey have arrangements in place to enable external stakeholders to raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	25.9%	25.9%	11.1%	14.8%	11.1%



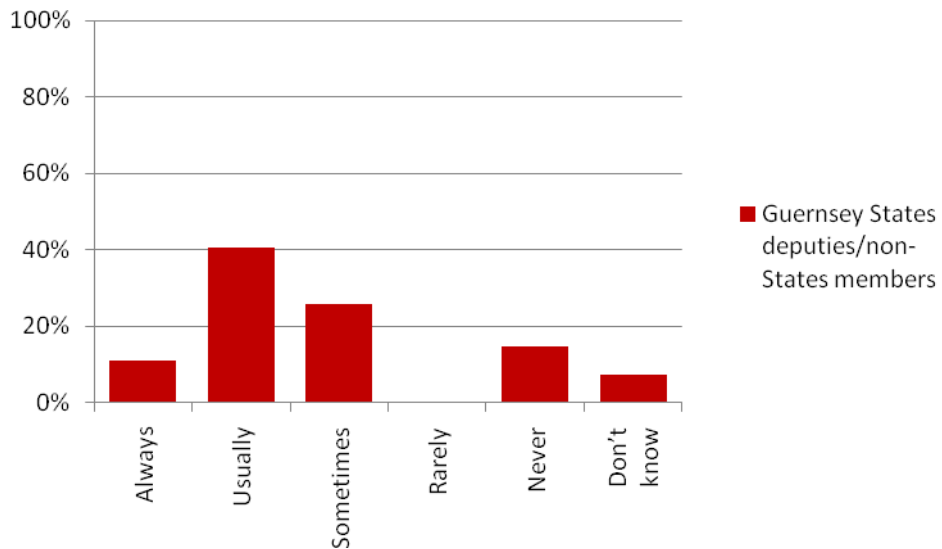
## Staff can raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	33.3%	11.1%	11.1%	11.1%	22.2%



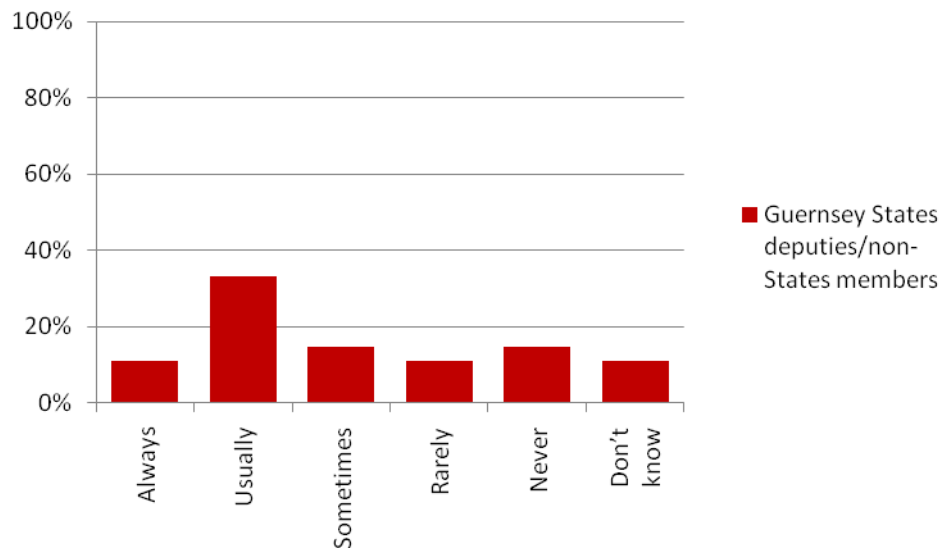
## Members can raise issues of concern without fear of reprisal

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	40.7%	25.9%	0.0%	14.8%	7.4%



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

	Always	Usually	Sometimes	Rarely	Never	Don't know
Guernsey States deputies/non-States members	11.1%	33.3%	14.8%	11.1%	14.8%	11.1%





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