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Cayman Islands Legislative Assembly

Parliamentary Question

10th September 2014

Date for Answer _____
(For Official Use Only)

Name Mr. Ezzard Miller, MLA
(Member of the Legislative Assembly)

Constituency North Side

To Ask Honourable Premier Alden McLaughlin, JP, MLA
(Elected Member)

Home and Community Affairs
(Responsible for)

Questions

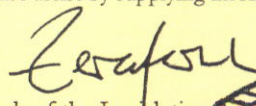
(Questions to be typewritten and submitted to the Clerk in Quadruplicate)

1. Can the Hon. Minister say what was the final decision on the Chief Financial Officer position that was raised in Finance Committee and who now occupies that position?

Chief Officer/ H&CA
Head of Department

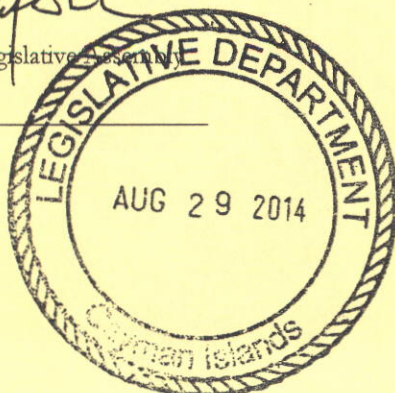
Please assist by supplying information for answer to above.

Mr. Ezzard Miller, MLA
Signed: _____
(M.L.A.)


Clerk of the Legislative Assembly

Admissible

Date: _____



CAYMAN ISLANDS
LEGISLATIVE ASSEMBLY

PARLIAMENTARY QUESTION

**TO THE HONOURABLE MINISTER
FOR COMMUNITY & HOME AFFAIRS FROM THE
ELECTED MEMBER FOR NORTH SIDE**

QUESTION: Can the Hon. Minister say what was the final decision on the Chief Financial Officer position that was raised in Finance Committee and who now occupies the position?

ANSWER: Madam Speaker, I can confirm that an open recruitment process was conducted to identify if a Caymanian was willing and able to assume the position of Chief Financial Officer (CFO) in the Ministry of Home Affairs.

The position was advertised in the Compass on June 5th, 11th, 13th & 17th, 2014 as well as published on the Government website and distributed via the Government's internal email system from computer services, known as CS Messages.

As a result of the advertisement, thirteen (13) applications were received. There were three (3) Caymanian applicants and one (1) PR holder.

Of the (13) applicants (2) of the Caymanian applicants and the PR holder were shortlisted as they possessed the required minimum qualifications and years of

experience. It should be noted that none of the existing staff in the Ministry of Home Affairs nor any other existing Civil Servant applied for the position.

The three (3) shortlisted candidates were asked to submit answers to two exercises. This portion of the process had been used by the Ministry of Health in a previous recruitment exercise for their CFO.

Of the three (3) candidates, only (2) submitted a response to the exercises. The remaining candidate was advised that by virtue of their failure to submit the required responses, they had eliminated themselves from the process. No response was received following this communication.

Interviews of the (2) remaining candidates were held with a panel consisting of Eric Bush, Chief Officer, MHA, Kathryn Dinspel-Powell, Deputy Chief Officer, MHA & Taron Jackman, Partner, Deloitte. Briana Ebanks, Chief Human Resources Manager, MHA was also in attendance as an official observer. At the conclusion of the interviews the panel unanimously agreed that neither candidate was suitable for the role of Chief Financial Officer. Their overall scores were 45% and 31% which reflected their need for further professional development and exposure.

Madam Speaker, the results were submitted to the Deputy Governor and a request to renew the contract of the existing CFO was made. Approval was given and a further 2 year contract will be offered to the current post holder at the end of the current contract which is due to expire on the 15th of September, 2014.

September 9, 2014