

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY J. RENOUF OF ST. BRELADE  
QUESTION SUBMITTED ON MONDAY 6th OCTOBER 2025  
ANSWER TO BE TABLED ON MONDAY 13th OCTOBER 2025**

**Question**

“Will the Chair state, for each of the last 10 years, the number of Non-Disclosure Agreements (NDAs) approved by the States Employment Board and the number which involved cases of sexual misconduct or harassment?”

**Answer**

The table below presents the number of Non-Disclosure Agreements signed by the Government, over the past seven years in relation to staff exiting the organisation, as reported in the Annual Report and Accounts.

The Government commenced using sexual harassment as a distinct category in Case Management records in 2024 when this requirement was introduced in UK legislation. There have been no Non-Disclosure Agreements signed for cases involving sexual misconduct or harassment since this began.

| <b>Year</b> | <b>No. of agreements</b> |
|-------------|--------------------------|
| 2024        | 22                       |
| 2023        | 23                       |
| 2022        | 15                       |
| 2021        | 19                       |
| 2020        | 18                       |
| 2019        | 14                       |
| 2018        | 28                       |
| 2017        | Not available            |
| 2016        | Not available            |
| 2015        | Not available            |

There is no central record of Non-Disclosure Agreements prior to 2017, which is when the HR Case Management Team was established.