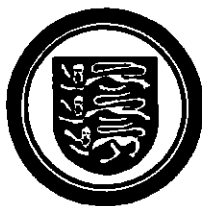


**REPORT AND PROPOSITION REQUESTING THE GRANT OF
AN ADDITIONAL VOTE OF CREDIT UNDER THE HEADING
"MUSEUM AND ARTS POLICY COMMITTEE – GRANT".**

*Presented to the States by the Finance and Economics Committee
on the Supply Day held on 14th December, 1976 and lodged au
Greffe by Deputy S.P. Le Ruez of St. Saviour.*



STATES OF JERSEY

STATES GREFFE

REPORT

1. Members of the States will recall that on 10th June, 1975 the President of the Finance and Economics Committee made a statement about the need to co-ordinate the various efforts being made to improve the Museum and Arts facilities in the Island. The President referred to the interest of other States Committees, in particular the Public Works and Education Committees in those efforts and the need for the States to make increasing grants-in-aid to the Société Jersiaise which was being faced with financial problems largely due to inflation. The President went on to inform the States that an agreement had been reached between representatives of the States Committees and the Société Jersiaise upon the formation of a Committee under the Chairmanship of Sir R.H. Le Masurier for the purpose of formulating the Island's future Museum and Arts policy.

2. That the Committee has met on several occasions and has had the benefit of advice from Mr. R. Harrison, the Director of the City of Portsmouth's Museums and Art Gallery service. After discussion with Mr. Harrison the Committee has decided that the best way forward would be to appoint a senior cultural adviser on a short term contract to advise the Museum and Arts Policy Committee on the Island's long term requirements and how these might best be met. The Committee asked Mr. Harrison to draft terms of reference for such an adviser and to make recommendations as to the length of his contract, salary and the like. This Mr. Harrison has done and his draft and recommendations are set out in an appendix to this report.

3. Mr. Harrison's recommendations are endorsed by the Finance and Economics, Education and Public Works Committees of the States and by the Executive of the Société Jersiaise. At a meeting of the Museum and Arts Policy Committee on 30th November it was decided that the Finance and Economics Committee should be asked to report on progress to date to the States and to seek States approval for provision of the necessary finance to enable the Committee's recommendations to go forward. The Finance and Economics Committee's recommendation is that on the December Supply Day the States should approve a grant to the Museum and Arts Policy Committee in the sum of £15,000 which would go towards meeting the Adviser's salary and operational expenses for the first year as envisaged in Mr. Harrison's recommendations. The grant would be paid into a special fund to be administered by the Treasurer of the States. The contract of employment with the Adviser would need to be entered into by the Finance and Economics Committee on behalf of the States but it has been agreed by all concerned that, in terms of carrying out his assignment, the Adviser would be responsible directly to the Museum and Arts Policy Committee. The Finance and Economics Committee has accordingly inscribed in the Supply Day list for December the sum of £15,000 under the heading "Grant to Museum and Arts Policy Committee".

APPENDIX

MUSEUM SERVICE IN JERSEY.

*Appointment of Adviser*1.0. *Background*

At the meeting of the Museum and Arts Policy Committee held on 14th October, 1976 I was asked to report on Terms of Reference, Length and Terms of Contract, Salary and methods of recruitment for such an appointment.

2.0. *Terms of Reference*

I see the post as having a number of major functions:-

- (i) To research and prepare an inventory of Island resources of relevance to any developing museum service.
- (ii) To investigate and make proposals on the objectives and activities of a Jersey Museum Service.
- (iii) To investigate and make proposals on an appropriate management, financial and staff structure for a Jersey Museum Service.
- (iv) To research and prepare an inventory of "Human Resources" of Knowledge and Skills relevant to a Jersey Museum Service.
- (v) To determine, manage and monitor a limited number of pilot projects aimed at testing a cross-section of potential museum activities within Jersey.
- (vi) To encourage appropriate bodies to adopt recommendations included in the proposals.

2.1. These proposed functions may be elaborated as follows:-

(i) *Resource Inventory.* This would embrace existing museum collections together with appropriate sites, monuments and buildings and potential sources of objects, records and information which would form a primary tool in the determination of a realistic museum policy for the Island. It would cover all appropriate museum disciplines and would necessarily involve working closely with specialists both in Jersey and elsewhere.

(ii) *Objectives and Activities.* This part of the project would have two major values - it would form the framework within which decisions could be reached as to how best to determine a policy for a developing museum service and provide evidence of what kind of activities would be most appropriate to mixed resident, tourist and educational use. It would cover such areas as collecting policy, research, field recording, the technical requirements of the museum's collections, buildings, display policy, extension activities, involvement with other bodies, etc.

(iii) *Management, etc.* Determining a workable organisation acceptable to all interests is vital to the future success of a Jersey Museum Service. In view of the special problems involved a more detailed study than has hitherto been possible is required.

(iv) *Human Resources.* It is clear that a very large number of people both living on the Island and elsewhere have a fund of detailed information about many aspects of Jersey. This information will be invaluable in determining a staffing policy.

(v) *Pilot Projects.* Confidence in what is being proposed and evidence that it can be done and will be well received by the public is seen as an important element of the proposal. The pilot schemes would of necessity have to have limited parameters in terms of time available, scale and resources required; it would not be appropriate at this stage to suggest which areas of activity might be considered but they should cover as wide a spectrum of museum activity as possible.

(vi) *Selling the Proposals.* Confidence in the work of the adviser is vital. If one of his functions is to maintain close contact with all the interested parties this should go a long way towards ensuring the final success of the project.

(Note: It might be considered appropriate to include within the Terms of Reference of the project the opportunity to investigate the wider problem of how a Jersey Museum Service would fit into the pattern of Museum provision within the Channel Islands generally).

3.0. *Contract and Salary.*

3.1. *Length of Appointment, etc.* I believe that to be conclusive and effective this appointment should be for *three* years. However, it might be considered appropriate to make this a maximum period thus allowing it to be terminated by mutual consent if the objectives are achieved in a short time. Similarly consideration needs to be given as to whether the person appointed should be encouraged to believe that a permanent appointment might follow. Whilst this has undoubted advantages from a recruiting point of view it might lead to a biased approach to the task. Before the post is advertised it is important that a detailed job specification be prepared. In addition to indicating the parameters of the post it should specify the degree and frequency of accountability the post-holder will have to the Museum and Arts Policy Committee (or to any other employing body). In my view it is important that during the three years this accountability should be strictly limited and the post-holder given as much freedom of action as possible and equally important in his dealings with individuals and/or organisations he should be free of any element of seeming to be the Agent of any one body such as the States or the Société.

3.2. *Salary.*

The salary must take into account the temporary nature of the post and therefore be higher than might otherwise be paid. At the meeting on 14th October I made an assessment of between £5-6,000. I have subsequently had an opportunity to consider current salary levels in Jersey and in these circumstances feel that my original estimate was too low and that £6,500 to £7,000 would be more appropriate.

3.3. *Recruitment.*

Finding the right person for this post is vital to its success. Recruitment from within the museum profession in the United Kingdom for such a temporary post may prove very difficult. It will be important to ensure that the post is widely advertised and that the advertisement contains sufficient information to make the post attractive. It should also be advertised on the European Mainland and the possibility of recruiting from outside the museum profession should not be overlooked. I'm currently making further enquiries about where to advertise but the following principal avenues should be considered:-

1. The Bulletin of the Museums Association of Great Britain.
2. Advertising media used by other European professional associations.
3. Leading Newspapers and Journals.

Although a person with no museum experience should not be entirely discounted the major requirements of the post are: wide museum experience, an awareness of and enthusiasm for contemporary museum philosophy, an enquiring mind and sensitivity for the specific problems of Jersey and the Channel Islands generally.

PROPOSITION

THE STATES are asked to decide whether they are of opinion-

that the requests of the undermentioned Committees for Votes of Credit should be voted out of the General Reserve:-

<i>Committee</i>	<i>Vote Number and Heading</i>				<i>Supplementary</i>	<i>Additional</i>
					£	£
	x	x	x	x		
40 Finance and Economics			Museum and Arts Policy Committee – Grant.			15,000
	x	x	x	x		

FINANCE AND ECONOMICS COMMITTEE.