

**WRITTEN QUESTION TO THE MINISTER FOR HOME AFFAIRS
BY DEPUTY L.V. FELTHAM OF ST. HELIER CENTRAL
QUESTION SUBMITTED ON MONDAY 26th SEPTEMBER 2022
ANSWER TO BE TABLED ON MONDAY 3rd OCTOBER 2022**

Question

Will the Minister advise –

- (a) whether all sections of her department are adequately staffed;
- (b) whether any departmental areas are currently overstaffed and, if any are, outline those areas and the extent of the overstaffing;
- (c) whether any departmental areas are currently understaffed and, if any are, outline those areas and the extent of the understaffing;
- (d) whether staffing levels within the emergency services are adequate; and

will she further advise how many vacant posts, if any, there currently are within her department and whether she is concerned that the number of vacancies could increase the risk that services cannot be provided in a safe and timely manner?

Answer

- a) See the table of vacancies below (this is also relevant to question d):

Service	Vacancies	Actions / Comments
Customs & Immigration	9 Officers	86 applicants for roles - Assessments are in process.
Police	12 Officers, 15 Civil Servants (CS)	12 Officers under offer, due to start in Jan 2023. 9 CS posts held for savings. 3 CS are subject to the recruitment/onboarding process which is underway.
Fire & Rescue	5 'On call' & 2 'Full time' Firefighters	Recruitment campaign to commence in Oct 2022. Government Plan 2023 funding agreed in principle, subject to States Assembly approval.
Health and Safety Inspectorate	2 Inspectors	Recruitment process started. GOJ Resourcing Team are assisting with attracting candidates.
Ambulance	1 Head of Operations 1 Paramedic	Recruitment underway.
Prison	15 Prison Officers, 6 Civil Servants	15 prison officer vacancies occur partly as a result of true vacancies and open campaigns which must be recruited in batches due to training cohort requirements, and partly as a result of being mid-change to new operating model (being held deliberately as part of the change and cost saving process).

- b) There are no areas that are over staffed.
- c) See the table of vacancies above. Note that vacancy information is only part of the staffing picture.

- d) Staffing levels within emergency services will be adequate once the planned recruitment is completed. All necessary business cases have been submitted and approved for inclusion in the 2023 Government Plan based on known risks to services. Recruitment is subject to the final approval of the 2023 Government Plan by the States Assembly.