

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.B. ANDREWS OF ST HELIER NORTH
QUESTION SUBMITTED ON MONDAY 7th OCTOBER 2024
ANSWER TO BE TABLED ON MONDAY 14th OCTOBER 2024**

Question

“Further to the response to [Oral Question 151/2024](#), will the Chair provide details, together with a timeline, of how £15 million payroll savings will be achieved; and will he advise what measures, if any, are in place to ensure that overall payroll expenditure does not increase due to the absence of a recruitment freeze for civil service positions at Grade 10 and below?”

Answer

Details by Department for the payroll savings are set out on page 106 of the proposed Budget 2025-2028 under the heading of ‘roles’. The timeline is for £6 million of payroll savings in 2025 and £9 million in 2026.

The savings have been allocated to Departments based on the number of non-frontline staff at Grade 11 or above so that savings are focused on management levels and protect frontline services. Each Chief Officer, with the agreement of their Ministers, will deliver these payroll savings through:

- Removing long-standing budgeted vacancies and redeployment of staff
- Reducing senior management levels
- Focusing on reprioritisation of activity

To support this, an external recruitment freeze has been in place since 5 August for Grade 11 and above and will run until March 2025.

These measures will assist Ministers with their commitment to curb the growth in payroll expenditure, which is why role savings are important.

There are no plans to extend the recruitment freeze to Civil Service Grade 10 and below, but a number of measures are in place to manage costs, including Chief Officer approval for essential or frontline recruitment, and Chief Officer and Chief Executive approval for all other roles.