



States Assembly

States Greffe

Dr. Andrew McLaughlin
Interim Chief Executive Officer
Government of Jersey

BY EMAIL

24 February 2025

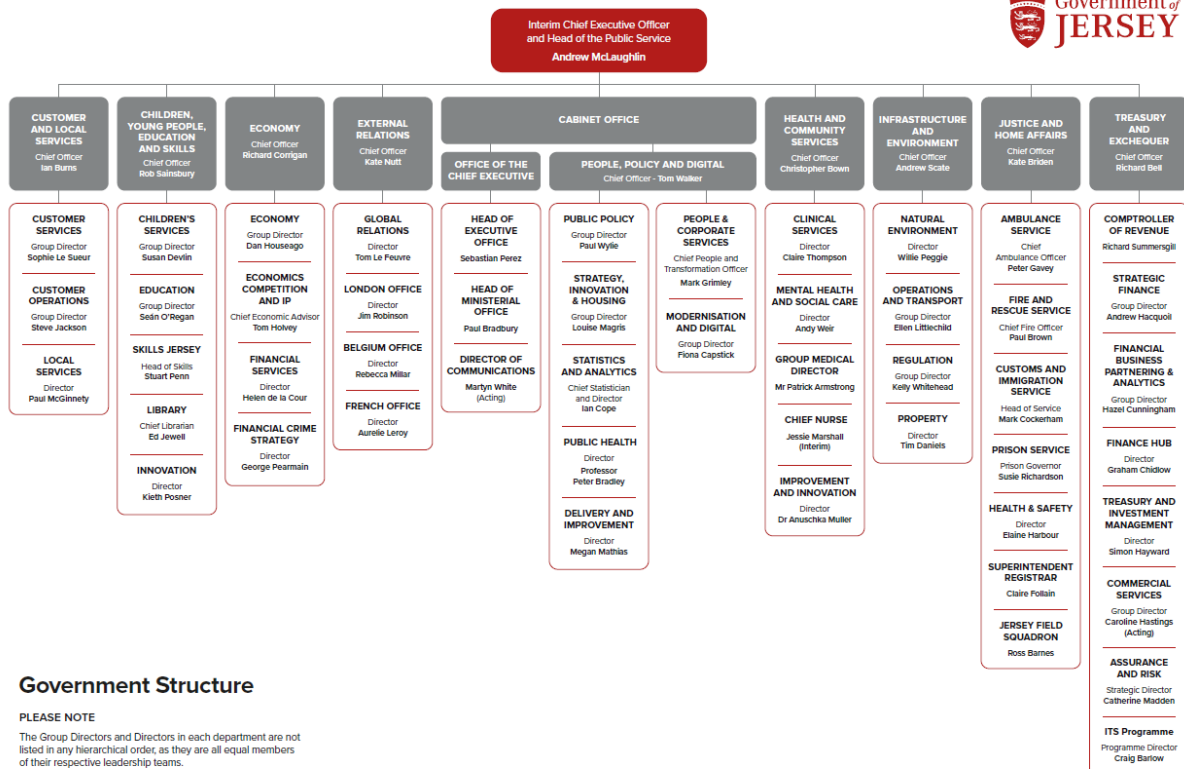
Dear Dr McLaughlin,

Follow-up matters from the Quarterly Public Hearing on 12th February 2025

Thank you for attending the quarterly public hearing on the 12th of February 2025, your time is much appreciated. During the hearing the Committee was advised that you agreed that we could send you in writing our remaining questions and areas for further information. Please see below the remaining questions and request from the Committee:

Old 10 February 2025

September 2023



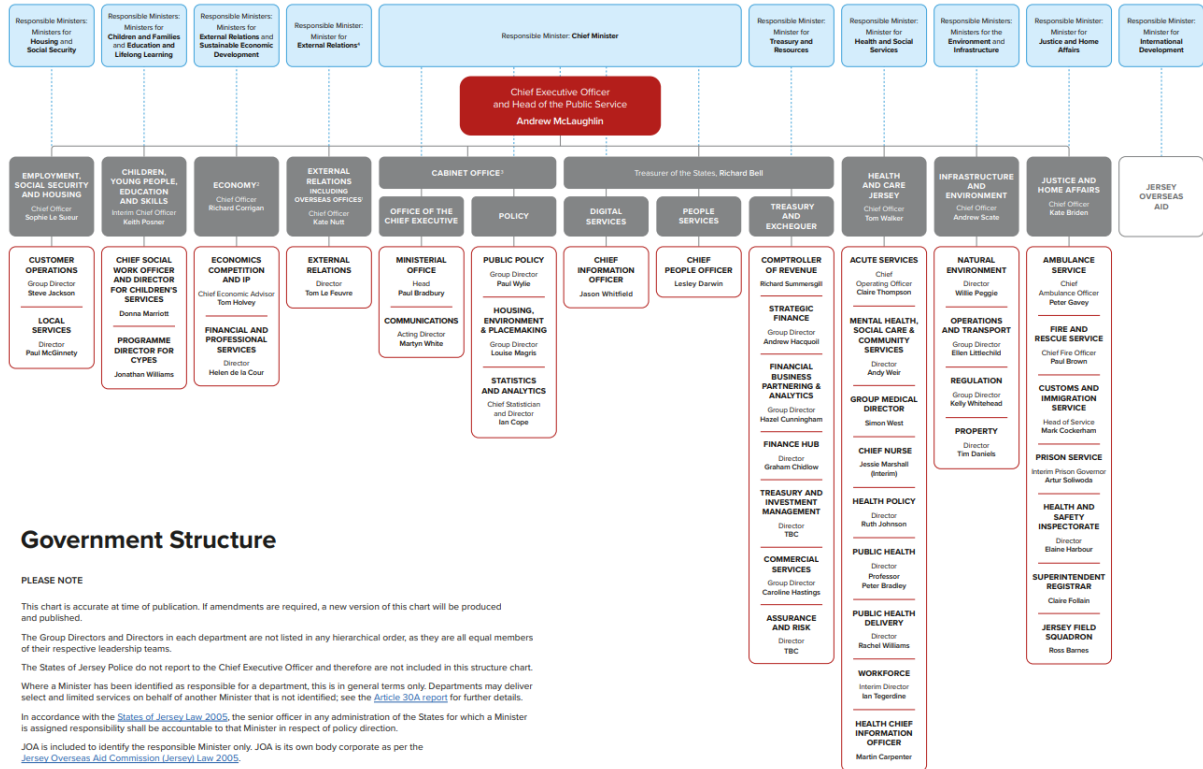
Government Structure

PLEASE NOTE

The Group Directors and Directors in each department are not listed in any hierarchical order, as they are all equal members of their respective leadership teams.

The States of Jersey Police do not report to the Chief Executive Officer and therefore are not included in this structure chart.

New 11 February 2025



Government Structure

PLEASE NOTE

This chart is accurate at time of publication. If amendments are required, a new version of this chart will be produced and published.

The Group Directors and Directors in each department are not listed in any hierarchical order, as they are all equal members of their respective leadership teams.

The States of Jersey Police do not report to the Chief Executive Officer and therefore are not included in this structure chart.

Where a Minister has been identified as responsible for a department, this is in general terms only. Departments may deliver select and limited services on behalf of another Minister that is not identified; see the [Article 30A report](#) for further details.

In accordance with the [States of Jersey Law 2005](#), the senior officer in any administration of the States for which a Minister is assigned responsibility shall be accountable to that Minister in respect of policy direction.

JOA is included to identify the responsible Minister only. JOA is its own body corporate as per the [Jersey Overseas Aid Commission \(Jersey\) Law 2005](#).

¹ Overseas offices: Belgium, French, and London Offices.
² Also includes the Local and Digital Economy teams.
³ While the Chief Minister is responsible for the Cabinet Office, the Cabinet Office provides services to all Ministers, i.e., the development of policy, and Ministers remain responsible for policy direction in their areas.
⁴ The Chief Minister holds concurrent responsibility for external relations.

February 2025



General Government Restructuring and Efficiency

1. The organisational chart published on 11th February 2025 differs from the earlier version on gov.je. Could you specify the primary objectives for the changes between the two structures?
2. How will success of these changes be measured, and over what timeframe?
3. Could you please provide the cost of these changes and also overall cost savings, including specific examples of how these cost savings were achieved (e.g. staffing, operations, overheads) and explain how these were/are measured?
 - a) Were there any unforeseen costs or unintended consequences arising from these changes? If so, how do you plan to address them?
 - b) Please could you specify any redundancy packages, consultancy fees, or administrative expenses incurred during these organisational changes.
4. What are the expected long-term savings, and how do these compare to any initial outlays?
5. How have these changes been communicated to staff?
6. Have any new positions been created? If so, how many, and what costs were incurred including recruitment cost?

7. Only one departmental Business Plan for 2025 is publicly available. When is it intended for the others to be published?
8. Could you outline your view of the optimal civil service structure, and how recent changes align with that vision?
9. What further organisational changes, if any, are planned for 2025?

Health and Care Jersey Restructure

The PAC has reviewed the [Integrated Health and Social Care System Consultation Process – Feedback report](#) and would like to clarify the following points:

10. Is further consultation to finalise the proposed Health and Social Care structure taking place and, if so, would you please provide an indicative timeline for concluding the consultation, preparation and presentations of the business case for change including cost/ benefit analysis and expected outcomes?
11. Who are the consultees?
12. Please clarify your definition of a 'briefing' versus a 'consultation'?
13. How many briefings on the proposed changes have been held since the publication of the consultation report in October 2024 and with whom?
14. How has feedback been recorded and collated?
15. How does this process align with the Government's [Consultation Code of Practice?](#)
16. How many officers comprise the policy team supporting this restructure, and what is its budget?

Communications Team

18. How many Communication Officers and Assistant Communication Officers now work in the central unit and what is the cost of the central team?
19. Please could we be provided with a breakdown of how many Communication Officers and Assistant Communication Officers sit within each department and the associated cost of the communication team per department?
20. How many communications staff were redeployed, and to which departments or roles?
21. How many have left the organisation, and how many were made redundant? Please can you also confirm total costs of redundancy packages.
22. You mentioned you would "follow up" with figures for the comms function. Please include any additional information regarding size, structure, and efficiency outcomes.

CYPES (Children, Young People, Education and Skills)

Transcript Reference 12th February p.15: "We made that role [Director of Education] redundant in Q4 last year:

23. Which Officers now hold responsibility for:

- School Review Framework
- Professional Standards
- Appeals (including suspensions/expulsions)
- Registration
- Safeguarding
- Any other functions previously undertaken by the retired role.

The PAC would be grateful if you could provide a response to these queries by 11th March 2025. It is the intention of the PAC to publish both this letter and the response on the States Assembly website. Where any information is provided in confidence or is commercially sensitive, please could I kindly request you to clearly mark this as such.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Inna Gardiner', followed by a horizontal line.

Deputy Inna Gardiner
Chair
Public Accounts Committee