

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.B. ANDREWS OF ST. HELIER NORTH
QUESTION SUBMITTED ON TUESDAY 2nd MAY 2023
ANSWER TO BE TABLED ON THURSDAY 11th MAY 2023**

Question

“Will the Chair advise what data, if any, is available regarding the length of service of Government employees and, if no such data is available, is any consideration being given to the collection and reporting of this data to enable the monitoring of staff retention?”

Answer

We collect the start date of our employees, for the purposes of monitoring continuous service and benefits. The information is also used in our strategic planning toolkit to identify succession planning opportunities and plan for turnover. All departments are using this data for workforce planning, allowing the Government to move to a more proactive market-management position for anticipated vacancies that should reduce the cost of hiring, stabilise services prone to turnover and support the market in developing training courses on-Island for professional groups.