

**WRITTEN QUESTION TO THE CHAIRMAN FOR STATES EMPLOYMENT BOARD
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 23rd OCTOBER 2018**

Question

Will the Chairman update members on any recent policy developments in respect of the appropriate use of zero-hour contracts across States departments and inform members of the extent to which departments make use of renewable fixed-term contracts and/or agency workers to deliver services while meeting head count and full time equivalent limits?

Will she further state how these employment practices will interact with the intention to deliver services through a more flexible and smaller workforce resulting from workforce modernisation changes?

Answer

It remains important to maintain our flexibility as a public service and to this end we use a variety of employment frameworks to achieve this objective. Regular monitoring of our approach is maintained by SEB via the P59 process and the Jersey Appointments Commission through its assurance accountability. There have not been any recent variations to our approach save for ensuring that such contracts are subject to regular monitoring as indicated above.

As at the end of September, the States of Jersey had:

- 357 Staff on Fixed Term Contracts
- 1,140 Unique Zero Hour agreements (staff with no other role within SoJ)
- 175 Agency staff (From our 3 preferred suppliers (1st Recruitment, ASL Recruitment & Itchyfeet Recruitment))

Of the 1,140 unique zero hour contracts available to the States of Jersey, Only 368 were used in the month of September where their main usage was within Children, Young People, Education and Skills, and Health and Community Services.

The States of Jersey will continue to use different employment frameworks as part of the need to ensure effective headcount management and protect permanent employees in a period of change. They will support the proposed introduction of the Target Operating Model and associated restructures by maintaining an agile and flexible workforce structure. The Board will continue to review any change proposal presented to it, via its regular meetings and workshops.