

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY C.S. ALVES OF ST. HELIER CENTRSAL
QUESTION SUBMITTED ON MONDAY 13th NOVEMBER 2023
ANSWER TO BE TABLED ON MONDAY 20th NOVEMBER 2023**

Question

“Further to [Written Question 275/2023](#), will the Chair provide a breakdown by department of the number of people leaving Government employment over the last three years and how many of them completed an exit interview; and will she provide the top 5 reasons that were stated for leaving?”

Answer

Please see the table, below, which provides the number of people leaving Government employment over the last three years, by department, and how many of them completed an exit interview:

Department	Year				% Exit Interview Completed			
	2020	2021	2022	2023*	2020	2021	2022	2023 (YTD)
Chief Operating Office	12	29	40	37	13.6%	16.30%	22.60%	13.20%
Children, Young people, Education & Skills	149	215	199	197	10.3%	16.10%	18.80%	14.20%
Customer and Local Services	25	34	37	32	44.0%	42.90%	31.90%	44.40%
Department for the Economy	2	5	8	6	0.0%	14.30%	22.20%	0.00%
Department of External Relations	1	1	3	2	0.0%	0.00%	0.00%	100%
Health and Community Services	256	228	205	178	12.9%	17.40%	14.90%	10.10%
Infrastructure and Environment	28	48	70	63	25.5%	28%	37.20%	29.80%
Justice and Home Affairs	48	56	78	48	12.1%	80.60%	29.20%	45.90%
Non-executives and legislature	16	27	60	23	31.8%	14.70%	7.80%	25.00%
Office of the Chief Executive	5	8	10	7	33.3%	33.30%	28.60%	16.70%
Strategic Policy, Planning and Performance	9	60	50	36	7.1%	3.40%	9.10%	7.20%

Treasury and Exchequer	18	33	37	34	29.6%	36.80%	22.40%	64.30%
	569	744	797	663	14.9%	21.70%	19.90%	18.70%

Top 5 Reasons for Leaving by Year

2020	2022
Reason	Reason
End of Contract	End of Contract
Resignation	Personal Reasons - Not Work Related
Retirement	Leaving Jersey
Leaving Jersey	Retirement
Other Employment in Jersey	Career Development in Jersey

2021	2023*
Reason	Reason
End of Contract	Personal Reasons - Not Work Related (19.9%)
Resignation	End of Contract (13.8%)
Leaving Jersey	Leaving Jersey (13.5%)
Retirement	Retirement (12.2%)
Other Employment in Jersey	Career Development in Jersey (11.6%)

Notes to response

Figures for 2023 are for the year-to-date @ 01 January 2023 - 31 October 2023.

This data excludes Zero Hour staff, Agency Workers, Interims, Volunteers and Contractors. This data only counts each employee once, for their main role.

The main role is defined as the role that holds the largest FTE. Where an employee had more than one role with the same FTE, the role with the earliest start date has been counted.

Please note that, as the question requests information from the three previous years, the Chief Operating Office; Office of the Chief Executive; and the Department for Strategic Policy, Planning and Performance are listed separately. These three former departments are now part of the Cabinet Office.

More detail on turnover has been published in the States Employment Board's evidence submission to the Corporate Service Scrutiny Panel: [Government of Jersey Presentation Template with image](#) (Page 39 onwards).

Percentages alongside the top 5 reasons for leaving can be provided for 2020, 2021 and 2022. They have not been included at this stage in order to not delay the submission of the response.