

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 28TH JUNE 2016**

**Question**

What policies are in place to manage vacancies across departments? To what extent are these policies reliant on the non-replacement of posts when they fall vacant, for employees to work extra shifts to cover for absent colleagues and the need to employ agency staff to fill rotas? How many agency workers have been used in each department in the first quarter of 2016 compared with the first quarter of the previous year?

**Answer**

Our employees are our most valuable asset. However, the public sector must react to changing circumstances, and reform is essential if we are to fund our priorities while also balancing the books by 2019.

To do this, government must innovate, learn and adapt so that every pound counts towards securing Jersey's future. In support of this, since the start of 2015:

- Actual staffing numbers (FTE) have reduced from 6,340 to 6,080, a reduction of 260
- Monthly overtime has reduced from £649,000 to £450,000

These changes have occurred as part of working with staff and their representatives to redesign the way we provide services. This is done while also managing vacancies as a means of reducing headcount naturally as staff leave, undertaking programmes such as voluntary redundancies, and applying other policies such as workforce planning, and redeployment so we protect our staff as much as possible.

This has resulted in modest fluctuations in the use of agency staff, which are measured on a rolling 12 month basis, as outlined below, as part of the overall changes that are taking place in the public sector.

<b>Agency Staff</b>	<b>01/05/2015</b>	<b>01/07/2015</b>	<b>01/10/2015</b>	<b>01/01/2016</b>	<b>01/04/2016</b>	<b>01/05/2016</b>
Chief Minister	19	22	20	16	21	24
Environment	2	5	5	3	4	4
EDD/EDTSC	2	2	2	-	-	-
Education/Sport & Culture	-	4	3	4	2	2
Health & Social Services	30	29	35	32	29	33
Home Affairs/CCA	12	10	14	13	13	15
Non Ministerial States Funded	15	16	20	21	16	18
Social Security	39	39	42	37	32	32
TTS/Infrastructure	9	14	18	11	17	24
<b>Grand Total</b>	<b>128</b>	<b>141</b>	<b>159</b>	<b>137</b>	<b>134</b>	<b>152</b>