

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON MONDAY 3rd DECEMBER 2018**

**Question**

Further to the response to Written Question 201/2018, which showed approximately 640 vacancies carried by the States at a nominal combined salary of nearly £24 million, will the Chief Minister state –

- (a) whether delivery of savings of between £30 million and £40 million will require a reduction in the workforce of between 800 and 1,000 posts;
- (b) if such figures are not indicative of planned reductions in the workforce, what the target for saving on salaries is, how many posts this would involve and in which departments; and
- (c) what measures will be taken to ensure that any reduction in the number of posts will not lead to a reduction in the number, and quality, of front-line services delivered in the public sector?

**Answer**

As Chief Minister I have outlined that we will make sustainable savings of £30 million in 2019.

Some of those savings will be achieved through responsible headcount management, but other efficiencies will be important as we modernise our public services – better commercial contract management, consolidating assets, improving automation and online services, rationalising back office processing, and reducing layers of management.

This will deliver better value for money, and as this takes place, we will continue to protect front line services by investing where money is needed most.

The structural elements of the new Target Operating Model, as previously explained, are scheduled for completion at the end of March 2019, and further details on staffing can be provided as part of that work in the new year.

In the meantime, and while work continues to improve our public services, it would be wrong, and potentially causes undue worry, to try to place a figure on changes staffing levels.