

**WRITTEN QUESTION TO THE MINISTER FOR TREASURY AND RESOURCES  
BY DEPUTY S.Y. MÉZEC OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 8th SEPTEMBER 2015**

**Question**

Could the Minister outline what the most common reason has been for the rejection of applications for voluntary redundancy?

**Answer**

In considering applications received for voluntary release including voluntary redundancy, severance and early retirement, the main reason for applications being declined were that they did not provide any significant saving for the States of Jersey or were frontline postholders, such as doctors, nurses or teachers, whose losses would directly affect services to the public.

The following criteria were taken into consideration when reviewing all applications:

- Loss of Post - the impact of the loss of the post on the delivery of services and other demands
- Loss of Individual - whether the skills and experience of an individual can be covered by others
- Savings - the recurring savings that can be made weighed against the financial cost of awarding a payment
- Payback - whether the payback period on the settlements would be returned in a reasonable timeframe
- Closeness to normal retirement age
- Department Priority - whether the case would enable significant change or restructure, which would otherwise be delayed, that will release savings.