

APPROVED

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
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ANSWER TO BE TABLED ON TUESDAY 12th MARCH 2019**

**Question**

Can the Chairman state how many States of Jersey employees, broken down by the department or section of the States in which they work, have either (a) been signed off work, (b) requested from their line manager support or a period of leave, or (c) left their place of work or had their contract ended due to any form of reason connected with their mental health since 1st January 2018?

**Answer**

- a) As of end of February 2019, the breakdown of employees who have reported sick since January 2018 with a mental health related reason is shown below.

It is important to note that this includes sickness of differing lengths of time, for example, one staff member could have half a day, and another could have much longer, and they would be recorded in the statistics below just as two separate occurrences with the same weighting, even though they are of a different duration.

For a period of sickness of over 3 days in a row, a medical certificate would be needed; while for shorter single periods of sickness, a certificate would not normally be needed. The figures below therefore include absence under a medical certificate and absence which is 'self-certified'.

Department	Total Staff
Chief Operating Office/ Strategic Policy, Performance	8
Children, Young People, Education	106
Customer and Local Services	34
Growth, Housing and Environment	50
Health and Community Services	253
Justice and Home Affairs	55
Non Ministerial	18
Treasury and Exchequer	19
<b>Total</b>	<b>543</b>

- b) Requests for leave are agreed directly between an employee and their line manager. Reasons for leave requests are not recorded unless they are categorised under Special Leave (e.g. bereavement, carers leave, etc.) or sick leave.
- c) Where a person leaves on ill-health grounds, we do not record the specific health reason for them leaving. However, to provide some context, during the period from 01 January 2018 to date, 32 employees have left their employment for health reasons.

Separately, and in addition, of those employees who have received ill health retirement, none were ill health retirements on the grounds of mental ill health.