

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY SENATOR K.L. MOORE  
ANSWER TO BE TABLED ON TUESDAY 2nd JUNE 2020**

**Question**

Further to the request to departments to consider financial savings in light of the Covid-19 pandemic, will the Chair provide a list of any job vacancies, showing the department and role in each case, that have been approved, paused, or declined for recruitment, together with the reasons for these decisions; and will he state whether a new process for authorisation of posts for recruitment has been introduced and, if so, provide an explanation of this new authorisation process?

**Answer**

At the States Employment Board of 24<sup>th</sup> April 2020, the Executive Leadership Team requested the endorsement of additional controls to recruitment activity. This was requested due to the significant pressure on cashflow within the government and minimising future commitments to on-going expenditure (through recruitment) until a longer-term impact assessment of the current economic situation on Government resources. This position was agreed by the SEB.

There has been no change in the Code of Practice for resourcing, however an additional panel scrutinises and challenges in more detail departmental decisions.

A panel chaired by the Group Director of People and Corporate Services, and comprising of the Director General, Customer and Local Services, Chief of Staff, Group Director for External Affairs and Group Director for Performance, Accounting and Reporting have reviewed all existing recruitment activity and will scrutinise all future activity.

In doing this the panel consider:

- Whether or not the role is providing a statutory service or is required for statutory or regulatory compliance.
- Alternative contracting arrangements other than permanent employment (for example, internal acting arrangements, splitting the role, pausing or covering through fixed-term contracts)
- Alternative service delivery methods (such as asking another part of the Government to provide the service or sub-contracting)
- The impact of a delay or a pause in the recruitment to the role.
- Whether or not the role is linked to income generating activity, and whether that activity is continuing at the same level pre-COVID economy.
- Whether alternative methods of delivery have been established during the COVID response (for example, online or telephone instead of face-to-face)
- The impact on vulnerable persons, including providing support for children in education with a statement of need.
- The market position for such roles.
- Whether the role is more cost effective, or lower cost, than previous delivery.

This applies to all roles across the Government and non-ministerial departments.

For roles that had already made an offer of employment, the panel approved these roles *en bloc*.

All other roles have been reviewed, with deferrals made where additional information is required.

The list is provided below, by category requested.

**Summary of Recruitment Activity and Status**

Department	Approved to continue	Approved to proceed as offer made	Cancel assignment	Paused	Approved to proceed	Deferred for departmental review	Grand Total
Chief Operating Office	1	2	0	6	0	0	<b>9</b>
Customer and Local Service	3	1	0	9	0	0	<b>13</b>
CYPES	79	39	3	2	0	8	<b>131</b>
Growth, Housing and Environment	0	7	0	6	0	7	<b>20</b>
Health and Community Services	101	2	4	13	0	1	<b>121</b>
Justice and Home Affairs	10	5	1	7	0	0	<b>23</b>
Non-Executives and Legislature	7	3	0	1	0	6	<b>17</b>
Office of the Chief Executive	0	5	0	0	1	1	<b>7</b>
Strategic Policy, Performance and Population	0	7	1	3	0	1	<b>12</b>
Treasury and Exchequer	11	12	1	0	5	0	<b>29</b>
<b>Grand Total</b>	<b>212</b>	<b>83</b>	<b>10</b>	<b>47</b>	<b>6</b>	<b>24</b>	<b>382</b>

## Roles by Department

<b>Chief Operating Office</b>	<b>Reason for decision</b>
<b>Approved to continue</b>	
SOJ09050 - Infrastructure Specialist	Business critical role
<b>Approved to proceed as offer made</b>	
SOJ08965 - Organisational Transformation Consultant	Offer already made
SOJ09115 - Systems Administrator	Offer already made
<b>Paused</b>	
SOJ08988 - Business Partner - Business Services Improvement	Delayed implementation of TOM
SOJ09017 - Business Partner - Learning & Skills	Delayed implementation of TOM
SOJ09018 - HRIS Systems Manager	Delayed implementation of TOM
SOJ09019 - Consultant - People and Corporate Services	Delayed implementation of TOM
SOJ09021 - People and Corporate Services - Adviser	Delayed implementation of TOM
SOJ09053 - Intern - Modernisation and Digital	Delayed implementation of TOM

<b>Customer and Local Service</b>	<b>Reason for decision</b>
<b>Approved to continue</b>	
SOJ08929 - Employment Advisor	Increased demand on service
SOJ09063 - Investigations Officer	Increased demand on service
SOJ09077 - Customer Service Advisor	Increased demand on service
<b>Approved to proceed as offer made</b>	
SOJ09058 - Customer Services Assistant	Offer already made
<b>Paused</b>	
SOJ08262 - Health Advisor	Re-profiling of budget
SOJ08741 - Customer Services Assistant	Re-profiling of budget
SOJ08760 - Team Leader	Re-profiling of budget
SOJ08945 - Team Leader	Re-profiling of budget
SOJ08981 - Team Leader - Enforcement Team	Re-profiling of budget
SOJ09001 - Welcome Host	Re-profiling of budget
SOJ09047 - Disability and Inclusion Project Manager	Re-profiling of budget
SOJ09048 - Disability Inclusion Officer	Re-profiling of budget
SOJ09118 - Specialist Officer	Re-profiling of budget

CYPES	Reason for decision
<b>Approved to continue</b>	
SOJ00164 - Supply Teacher	Business contingency
SOJ01648 - Supply Teacher	Business contingency
SOJ03159 - Non-Teaching Supply Register	Business contingency
SOJ07716 - Social Worker	Replacement of agency
SOJ08584 - Senior Practitioner – Complex Needs	Replacement of agency
SOJ08700 - Teaching Assistant - Plat Douet	Replacement
SOJ08758 - Sessional Youth Worker	Within budget
SOJ08781 - Learning Support Assistant - Rouge Bouillon	Replacement
SOJ08806 - Teacher of Business-Hautlieu School	Replacement
SOJ08855 - Counsellor - Youth Enquiry Service	Increased demand on service
SOJ08859 - Teaching Assistant-First Tower Primary School	Replacement
SOJ08866 - Trainee Teachers	Workforce planning
SOJ08925 - Senior Teaching Assistant - EAL Le Rocquier School	EAL demands in school
SOJ08937 - Business Support Administrator	Single administrator in school
SOJ08942 - Senior Teaching Assistant/Team Leader – Hearing Impaired Pupils (ARC)	Education requirement
SOJ08950 - Teacher of Religious Studies & Philosophy – Victoria College	Education requirement
SOJ08956 - Lead Teaching Assistant - Mont A L'Abbe	Education requirement
SOJ08973 - Clinical Nurse Specialist CAMHS	Service requirements
SOJ08982 - Sessional Youth Worker – St Lawrence Youth Project	Within budget
SOJ08989 - Sessional Youth Worker – LGBTQ	Within budget
SOJ08990 - Sessional Youth Worker – St Mary Youth Project	Within budget
SOJ09008 - Keyworker-Springfield School	Education requirement
SOJ09022 - Teaching Assistant for SEMH	Education requirement
SOJ09027 - Careers Information and Projects Manager	Replacement of 2 roles
SOJ09030 - Teacher-Mont A L'Abbe School	Education requirement
SOJ09031 - Class Teacher- Grouville School	Education requirement
SOJ09057 - Residential Childcare Officer (Bank)	Business contingency
SOJ09066 - Teacher-La Moye School	Education requirement
SOJ09075 - Personal Adviser	Education requirement
SOJ09092 - Student Finance Officer	Education requirement
SOJ09093 - Teaching Assistant-Plat Douet School	Education requirement
SOJ09100 - Nursery Officer - Rouge Bouillon	Education requirement
SOJ09102 - Teaching Assistant -First Tower Primary School	Education requirement
SOJ09117 - Sessional Youth Worker – La Pouquelaye Youth Project	Within budget
SOJ09122 - Assistant Youth Worker - St John Youth Project	Within budget
SOJ09154 - Head of Art (SA2) - Hautlieu School	Education requirement
SOJ09155 - Teacher of Music – Victoria College	Education requirement
SOJ09159 - Year 3 Class Teacher	Education requirement
SOJ09175 - Teacher of Science	Education requirement

SOJ09178 - Business Manager/ Woodwind Music Teacher	Peripatetic
SOJ09179 - SA3 Senior Leader/Class Teacher	Education requirement
SOJ08774 - PE Teacher	Education requirement
SOJ09137 - Key stage 2 Teacher x 2	Education requirement
SOJXXXX - Senior Practitioner - Family and Community Support	Vulnerable children- new operating model
SOJXXXX - Team Manager - Family and Community Support	Vulnerable children- new operating model
SOJXXXX - Commissioning Officer	Third party provision
SOJXXXX - Teaching Assistant - Horizon	Education requirement
SOJXXXX - Teacher of Business Studies and ICT - Haute Vallee	Education requirement
SOJXXXX - DT Technician	Education requirement
SOJXXXX - Teacher of Maths - Haute Vallee	Education requirement
SOJXXXX - Teacher of Media and Film - Hautlieu	Education requirement
SOJXXXX - Temp Teacher Assistant - Hautlieu	Education requirement
SOJXXXX - Part Time Teacher of Film - Hautlieu	Education requirement
SOJXXXX - Teacher of Maths - Hautlieu	Education requirement
SOJXXXX - Key Stage 2 Teacher JCP	Education requirement
SOJXXXX - Teaching Assistant/Team Leader - Le Rocquier	Education requirement
SOJXXXX - History and RE Teacher - Le Rocquier	Education requirement
SOJXXXX - History Teacher - Le Rocquier	Education requirement
SOJXXXX - Teacher of Maths - Les Quennevais	Education requirement
SOJXXXX - Teacher - Mont Nicolle	Education requirement
SOJXXXX - Deputy/Assistant Deputy Head - St John	Education requirement
SOJXXXX - Class Teacher - St Martin	Education requirement
SOJXXXX - Key Worker ARC - Haute Vallee	Education requirement
SOJXXXX - Reception Class Teacher - Samares	Education requirement
SOJXXXX - Key Stage 2 class teacher - Samares	Education requirement
SOJXXXX - Nursery Officer - First Tower	Education requirement
SOJXXXX - Key Stage 2 teacher - Le Sente	Education requirement
SOJXXXX - Key Worker - Le Sente	Education requirement
SOJXXXX - Teacher of Maths - Victoria College	Education requirement
SOJXXXX - Teacher of Business - Hautlieu	Education requirement
SOJXXXX - Teacher of Physics and Science - Hautlieu	Education requirement
SOJXXXX - Senior Lab Technician - Hautlieu	Education requirement
SOJXXXX - Head of Design and Technology - Victoria College	Education requirement
SOJXXXX - Lead Keyworker - Autism and Social Communications - St Saviour	Education requirement
SOJXXXX - Teacher of Psychology - Hautlieu	Education requirement
SOJXXXX - Teacher - D'Auvergne	Education requirement
SOJXXXX - Teacher - St Peters	Education requirement
SOJXXXX - Teaching Assistant SEN - Hautlieu	Education requirement
SOJXXXX - Teacher - St Lawrence	Education requirement
<b>Approved to proceed as offer made</b>	

SOJ07320 - Counsellor - Youth Enquiry Service	Offer already made
SOJ07719 - Team Manager	Offer already made
SOJ07726 - Supervising Social Worker Fostering	Offer already made
SOJ07749 - Newly Qualified Social Worker	Offer already made
SOJ07880 - MASH Enquiry Coordinator	Offer already made
SOJ07893 - Residential Child Care Officer	Offer already made
SOJ08066 - Teacher of Mathematics - Les Quennevais	Offer already made
SOJ08377 - Lead EAL Keyworker	Offer already made
SOJ08393 - Lunchtime Supervisor - Grouville School	Offer already made
SOJ08483 - Business Support Office Manager – Highlands College	Offer already made
SOJ08532 - Learning Support Assistant - Grands Vaux	Offer already made
SOJ08576 - Children’s Rights Officer	Offer already made
SOJ08616 - Senior Practitioner, Fostering and Adoption	Offer already made
SOJ08664 - Class Teacher	Offer already made
SOJ08723 - Administration Manager	Offer already made
SOJ08749 - Teaching Assistant (EAL)	Offer already made
SOJ08799 - School Administrator/Bursar-La Sente	Offer already made
SOJ08843 - Mentor – Trackers	Offer already made
SOJ08882 - Student Life administrator	Offer already made
SOJ08892 - Head of Drama & Theatre Studies – Victoria College	Offer already made
SOJ08923 - Finance Manager – Victoria College	Offer already made
SOJ08924 - Student Finance Administrator	Offer already made
SOJ08964 - Lead Teaching Assistant-Mont A L'Abbe School	Offer already made
SOJ08969 - Learning Support Assistant -St Saviour’s School	Offer already made
SOJ08978 - Teacher in Charge of the ARC– St Saviour’s School	Offer already made
SOJ09005 - Administrator-Highlands College	Offer already made
SOJ09006 - Reception Teaching Assistant -First Tower Primary School	Offer already made
SOJ09007 - School Counsellor	Offer already made
SOJ09009 - Teacher of Business - Hautlieu School	Offer already made
SOJ09010 - Assistant Youth Worker - Youth Voice	Offer already made
SOJ09011 - Assistant Youth Worker - Trainee - Grands Vaux Youth Project	Offer already made
SOJ09097 - Teacher of French	Offer already made
SOJ09107 - Assistant Youth Worker - Short Breaks Provision	Offer already made
SOJ09121 - Key Stage 2 Class teacher-VCP	Offer already made
SOJ09123 - Key Stage 2 Class teacher -VCP	Offer already made
SOJ09124 - Class Teacher-Plat Douet School	Offer already made
SOJ09129 - Class Teacher-St Saviour’s School	Offer already made
SOJ09130 - Teacher of English - Hautlieu School	Offer already made
SOJ08863 - Administrator - Jersey Music	Offer already made
<b>Cancel assignment</b>	

SOJ09002 - Lead Keyworker -SALT	Alternative provision secured
SOJ09028 - Art & Design Programme Coordinator - Highlands College	Alternative administration arrangements
SOJ09139 - Inclusion Team Secretary	Alternative administration arrangements
<b>Paused</b>	
SOJ08617 - Administrator	Pending wider review of administration
SOJ09116 - Service Lead, Residential and Secure Accommodation	Pending alternative arrangements (acting up etc)
<b>Deferred for departmental review</b>	
SOJ08785 - Construction and Engineering Programme Coordinator (Higher Education)	Review of provision and demand requested
SOJ09029 - Lecturer in Performing Arts -Highlands College	Review of provision and demand requested
SOJ09081 - Catering Coordinator-Highlands College	Review of provision and demand requested
SOJ09125 - Leisure Assistant - Les Quennevais Sports Centre	Review of provision and demand requested
SOJGA00039 - Casual Leisure Assistant	Review of provision and demand requested
SOJ09158 - Lecturer in Health & Social Care	Review of provision and demand requested
SOJ09163 - Counsellor	Review of provision and demand requested
SOJXXXX - Youth Worker - Short Breaks	Review of provision and demand requested



<b>Growth, Housing and Environment</b>	Reason for decision
<b>Approved to proceed as offer made</b>	
SOJ08658 - Chief Veterinary Officer	Offer already made
SOJ08746 - Mechanical Technician (Multi-Skilled)	Offer already made
SOJ08797 - Compliance Manager	Offer already made
SOJ08856 - Head of Transport, Highways and Infrastructure	Offer already made
SOJ08977 - Leading Technician - Jetting/Specialist Vehicles	Offer already made
SOJ09074 - Engineering Technician - Roadworks	Offer already made
SOJ09133 - Manager - Sewage Treatment Works	Offer already made
<b>Paused</b>	
SOJ08909 - Head of Engineering & Development	GHE Target operating Model pending
SOJ08939 - Principal Engineer - Highways	GHE Target operating Model pending
SOJ08947 - Maintenance Officer	GHE Target operating Model pending
SOJ09033 - Natural Environment Officer - Countryside	GHE Target operating Model pending
SOJ09039 - Maintenance Administrator	GHE Target operating Model pending
SOJ09052 - Vehicle Technician (Dual Skilled)	GHE Target operating Model pending
<b>Deferred for departmental review</b>	
SOJ08914 - Planner	Requested more information about projected planning demand as an income service
SOJ08953 - Beach Lifeguard - Havre des Pas	Requested alternative delivery options
SOJ08970 - Forestry Climber / Driver	Requested alternative delivery options
SOJ09070 - Technical Support Officer	Requested alternative delivery options
SOJ09099 - Driver/Labourer - Civil Works	Requested alternative delivery options
SOJ09145 Electrical Technician (Sports) Missed from original data set	Requested review of all such roles across Government to combine teams
SOJXXXX Mechanical Technician (Multi Skilled)	Requested review of all such roles across Government to combine teams

Health and Community Services	Reason for decision (Roles approved through clinical need)
<b>Approved to continue</b>	
SOJ00020 - Bank HCA	Roles approved through clinical need
SOJ07684 - Community Specialist Mental Health Nurse Practitioners	Roles approved through clinical need
SOJ07696 - Psychological Therapist	Roles approved through clinical need
SOJ08003 - Staff Nurse - Bartlett Ward	Roles approved through clinical need
SOJ08060 - Senior Staff Nurse - Day Services	Roles approved through clinical need
SOJ08081 - Senior Staff Nurse - Orchard House	Roles approved through clinical need
SOJ08260 - Lead AHP Mental Health	Roles approved through clinical need
SOJ08303 - Senior Systems Analyst	Roles approved through clinical need
SOJ08387 - Physiotherapist	Roles approved through clinical need
SOJ08418 - Head of Change Delivery	Roles approved through clinical need
SOJ08427 - Basic Grade Occupational Therapist	Roles approved through clinical need
SOJ08433 - Ward Clerk - Oncology/ Haematology	Roles approved through clinical need
SOJ08457 - Staff Nurse - JGH Private Patients	Roles approved through clinical need
SOJ08508 - Senior Staff Nurse Emergency Department	Roles approved through clinical need
SOJ08533 - Senior Safeguarding Project officer	Roles approved through clinical need
SOJ08596 - Mental Health Nurse Grade 5 Community	Roles approved through clinical need
SOJ08597 - Midwife Band 5	Roles approved through clinical need
SOJ08607 - Pharmacy Assistant	Roles approved through clinical need
SOJ08615 - Occupational Therapist Assistant	Roles approved through clinical need
SOJ08620 - Clinical Nurse Specialist Criminal Justice Mental	Roles approved through clinical need
SOJ08631 - Head of AHPs and Wellbeing	Roles approved through clinical need
SOJ08650 - Senior Lecturer- Non-medical prescribing lead	Roles approved through clinical need
SOJ08654 - Cellular Pathology Biomedical Scientist	Roles approved through clinical need
SOJ08656 - Neuroscience Nurse Specialist	Roles approved through clinical need
SOJ08661 - Physiotherapy Rehabilitation Assistant	Roles approved through clinical need
SOJ08666 - Receptionist Emergency Department	Roles approved through clinical need

SOJ08677 - Deputy Modality Manager	Roles approved through clinical need
SOJ08702 - Staff Nurse ICU	Roles approved through clinical need
SOJ08729 - Staff Nurse - Beauport Ward	Roles approved through clinical need
SOJ08759 - Designated Safeguarding Nurse	Roles approved through clinical need
SOJ08792 - Radiology Assistant	Roles approved through clinical need
SOJ08802 - Staff Nurse - Orchard House	Roles approved through clinical need
SOJ08804 - Sister/Charge Nurse - Orchard House	Roles approved through clinical need
SOJ08830 - Specialist Biomedical Scientist	Roles approved through clinical need
SOJ08834 - Clinical Nurse Specialist - Oncology	Roles approved through clinical need
SOJ08850 - Senior Health Care Assistant - Mental Health	Roles approved through clinical need
SOJ08871 - Audiologist-Health Bank	Roles approved through clinical need
SOJ08874 - Health Care Assistant - Orchard House	Roles approved through clinical need
SOJ08881 - Senior Staff Nurse	Roles approved through clinical need
SOJ08883 - Senior II Physiotherapist	Roles approved through clinical need
SOJ08884 - Health Care Assistant	Roles approved through clinical need
SOJ08888 - Senior Staff Nurse	Roles approved through clinical need
SOJ08889 - Neonatal Staff Nurse	Roles approved through clinical need
SOJ08894 - Healthcare Assistant	Roles approved through clinical need
SOJ08895 - Senior Healthcare Assistant	Roles approved through clinical need
SOJ08899 - Senior Staff Nurse	Roles approved through clinical need
SOJ08901 - Staff Nurse EAU	Roles approved through clinical need
SOJ08907 - Specialist Biomedical Scientist Clinical Chemistry	Roles approved through clinical need
SOJ08911 - Medical Secretary	Roles approved through clinical need
SOJ08917 - Refuse Collector / Labourer	Roles approved through clinical need
SOJ08927 - Health Care Assistant-Portelet Ward	Roles approved through clinical need
SOJ08928 - Staff Nurse - Preceptorship	Roles approved through clinical need
SOJ08943 - Social Activities Organiser - Orchard House	Roles approved through clinical need

SOJ08959 - Radiographer (Mammographer)	Roles approved through clinical need
SOJ08971 - Ward Manager - Orchard House	Roles approved through clinical need
SOJ08979 - Staff Nurse-Radiology	Roles approved through clinical need
SOJ08996 - Administrator	Roles approved through clinical need
SOJ08999 - Medical Laboratory Assistant	Roles approved through clinical need
SOJ09000 - Band 5 Midwife	Roles approved through clinical need
SOJ09034 - Sister/Charge Nurse - Cedar Ward	Roles approved through clinical need
SOJ09035 - Sister Medical Day Case Unit	Roles approved through clinical need
SOJ09036 - Staff Nurse-Beauport Ward	Roles approved through clinical need
SOJ09049 - Porter	Roles approved through clinical need
SOJ09062 - Specialist Biomedical Scientist - Virology	Roles approved through clinical need
SOJ09079 - General Manager - Adult Social Care (Act Up)	Roles approved through clinical need
SOJ09080 - Catering assistant	Roles approved through clinical need
SOJ09082 - Radiographer	Roles approved through clinical need
SOJ09086 - Health Care Assistant - Day Services	Roles approved through clinical need
SOJ09089 - Senior Health Care Assistant - Day Services	Roles approved through clinical need
SOJ09091 - Therapies Lead	Roles approved through clinical need
SOJ09094 - Grade 5 Sister/Charge Nurse	Roles approved through clinical need
SOJ09095 - Practice Education Facilitator - Child Field	Roles approved through clinical need
SOJ09096 - Charge /Sister Samares Rehabilitation Unit	Roles approved through clinical need
SOJ09098 - Senior I Physiotherapist - POGP & Breast Care	Roles approved through clinical need
SOJ09101 - Specialist Nurse Respiratory	Roles approved through clinical need
SOJ09126 - Housekeeping Assistant	Roles approved through clinical need
SOJ09128 - Health Care Assistant-Emergency Department	Roles approved through clinical need
SOJ09131 - Bank Civil Servant - Covid-19	Roles approved through clinical need
SOJ09132 - Bank Nurse /HCA - Covid-19	Roles approved through clinical need
SOJ09134 - Health Care Assistant - Phlebotomy	Roles approved through clinical need

SOJ09140 - Chargehand Porter	Roles approved through clinical need
SOJ09148 - Grade 5 Sister	
SOJ09150 - Clinical Psychologist - Older Adults	Roles approved through clinical need
SOJ09151 - Alcohol Detox Nurse Practitioner	Roles approved through clinical need
SOJ09152 - Bank Manual Worker - Covid 19	Roles approved through clinical need
SOJ09160 - Deputy Operations Manager	Roles approved through clinical need
SOJGA00020 - Bank Health Care Assistant	Roles approved through clinical need
SOJGA00040 - Bank Registered Nurse/Midwife/ODP	Roles approved through clinical need
SOJ08880 - Grade 4 Staff Nurse/Operating department Practitioner (2 x perm roles)	Roles approved through clinical need
SOJ09170 - Grade 4 Staff Nurse – Sorel – Jersey Private Patients	Roles approved through clinical need
SOJ08867 - Ante Natal Services Manager	Roles approved through clinical need
SOJ09164 - Senior Staff Nurse - Sandybrook Nursing Home (3 x perm roles)	Roles approved through clinical need
SOJ09176 - Grade 4 Staff Nurse - Learning Disability Service - Maison Jubilee (3 x perm roles)	Roles approved through clinical need
SOJ09177 - Grade 4 Staff nurse	Roles approved through clinical need
SOJXXXX - Senior Health Care Assistant/Support Worker LDS	Roles approved through clinical need
SOJXXXX Blood Donor Organiser	Roles approved through clinical need
SOJXXXX Senior Staff Nurse	Roles approved through clinical need
SOJXXXX Pharmacy Technician	Roles approved through clinical need
SOJXXXX Senior Behaviour Advisor	Roles approved through clinical need
SOJXXXX Senior Practitioner - Adult	Roles approved through clinical need
<b>Cancel assignment</b>	
SOJ07341 - Staff Nurse/Operating Department Practitioner	
SOJ07952 - Staff Nurse / Operating Department Practitioner	
SOJ08164 - Head of Digital Delivery	
SOJ09087 - Datix Administrator	
<b>Paused</b>	
SOJ08744 - Admissions Clerk (secondment)	
SOJ08819 - Theatre Stock Control Officer	
SOJ08910 - Medical Secretary	
SOJ08921 - Medical Secretary	
SOJ08992 - Trainee Dental Nurse	
SOJ09037 - Administrator - Vocational Training Centre	
SOJ09090 - Recruitment/Project Officer	

<b>Approved to proceed only with candidates with formal offer made, then cancel campaign</b>	
SOJ00300 - Medical Secretary - Bank Staff	Limited pool of candidates - new route to market
<b>Approved to continue (re-advertise)</b>	
SOJ09141 - Senior Health Care Assistant -Eye Clinic (Development Role)	Limited pool of candidates - new route to market
<b>Deferred for departmental review</b>	
SOJXXXX Plant Attendant	Consider merging tasks within GHE technical team

<b>Justice and Home Affairs</b>	<b>Reason for decision</b>
<b>Approved to continue</b>	
SOJ08886 - Independent Prison Monitoring Board Member	Statutory & Independent role
SOJ08908 - Conditional Early Release Member	Statutory & Independent role
SOJ09025 - Independent Domestic Violence Advisor	Statutory & Independent role
SOJ09041 - Healthcare Officer	Prison safeguarding role
SOJ09042 - Financial Investigator (Civilian Investigator)	Anti-fraud recovery
SOJ09064 - Independent Sexual Violence Advisor	Safeguarding
SOJ09105 - Witness Care Officer	Safeguarding
SOJ09106 - SARC Co-Ordinator	Service demand
SOJ09149 - Ambulance Technician	Service demand
SOJXXXX Deputy Chair - Prison Monitoring Board	Statutory & Independent role
<b>Approved to proceed as offer made</b>	
SOJ08332 - Police Constable	Offer already made
SOJ08919 - Reintegration Planner	Offer already made
SOJ08976 - Assistant Officer	Offer already made
SOJ09040 - Crisis Worker	Offer already made
SOJ09073 - Engineering Assistant	Offer already made
<b>Cancel assignment</b>	
SOJ08494 - Bank Contract Ambulance Paramedic	Sufficient cover in bank arrangements
<b>Paused</b>	
SOJ08506 - Crew Commander Fire Safety	New TOM - acting arrangements
SOJ08948 - Fire fighter	New TOM being implemented
SOJ08949 - On Call Firefighter	New TOM being implemented
SOJ09023 - Administration Assistant	Review administration tasks
SOJ09054 - Digital Media Investigator	Quantify amount of work
SOJ09065 - Criminal Justice Department Administrator	Review administration tasks
SOJ09067 - Assistant Emergency Planning Officer	Pause during COVID

<b>Non-Executives and Legislature</b>	
<b>Approved to continue</b>	
SOJ08671 - Legal Adviser	Case load
SOJ08987 - Proceedings Officer	Required for operations
SOJ08983 - Assistant Legal Adviser 12 month FTC (missed from original data set)	Case load
SOJXXXX Legislation Clerk/Assistant Editor	Case load
SOJXXXX Legal Advisor (Health)	Case load
SOJXXXX Committee and Panel Officer	Case load
SOJXXXX Publication and Data Editor	Case load
<b>Approved to proceed as offer made</b>	
SOJ08869 - Deputy Magistrate's Court Greffier	Offer already made
SOJ09168 - Proceedings Officer	Offer already made
SOJ08984 - Assistant Legal Adviser 3 x permanent	Offer already made
<b>Paused</b>	
SOJ09038 - Secretary to Legal Advisers	Review administration tasks
<b>Deferred for departmental review</b>	
SOJ08695 - Publications and Data Editor	More information required
SOJ08873 - Senior Enforcement Officer, Viscount's Department	More information required
SOJ09032 - Office Manager	Review administration tasks
SOJ09083 - PA to the Bailiff	Review administration tasks
SOJXXXX Principal Research and Caseworker (Missed from original return)	Review workload
SOJXXXX Legal Advisor (TAX)	More information required



Office of the Chief Executive	Reason for decision
<b>Approved to proceed as offer made</b>	
SOJ08627 - Private Secretary -Minister for External Relations	Offer already made
SOJ08864 - PMO Support Officer - Our Hospital	Offer already made
SOJ08891 - Head of Communications for Health & Community Services	Offer already made
SOJ09161 - Assistant External Relations Officer	Offer already made
SOJ09162 - Assistant External Relations Officer	Offer already made
<b>Approved to proceed</b>	
SOJXXXX Emergency Services Press Officer	Like-for-like replacement, with additional work
<b>Deferred for departmental review</b>	
SOJ08934 - Internal Communications Assistant Officer	More information required

<b>Strategic Policy, Performance and Population</b>	
<b>Approved to proceed as offer made</b>	
SOJ08470 - Statistical Officer	Offer already made
SOJ08728 - Senior Policy Officer	Offer already made
SOJ08827 - Statistical Officer	Offer already made
SOJ08868 - Senior Policy Officer	Offer already made
SOJ08903 - Senior Policy Officer	Offer already made
SOJ08980 - Senior Performance and Insight Analyst	Offer already made
SOJ09072 - Community Service Supervisor	Offer already made
<b>Cancel assignment</b>	
SPPP1 - Head of Strategic Performance	Alternative arrangements being made
<b>Paused</b>	
SOJ08870 - Policy Officer - Making Safeguarding Personal	Paused during COVID
SOJ08972 - Assistant Policy Officer	Paused during COVID
SOJ09059 - Principal Policy Officer - Housing	Paused during COVID
<b>Deferred for departmental review</b>	
SOJXXXX 2 x Senior Planning and Accountability Officers - Post number 14120	More information required

<b>Treasury and Exchequer</b>	Reason for decision
<b>Approved to continue</b>	
SOJ08657 - Finance Business Partner	New TOM requirements
SOJ08985 - Advisor-Pensions	New TOM requirements
SOJ09044 - Head of Finance Business Partnering	New TOM requirements
SOJ09046 - Specialist - Group Reporting	New TOM requirements
SOJ09103 - Business Partner - Integrated Technology Solution	Project role
SOJ09109 - Manager - Financial Planning	New TOM requirements
SOJ09110 - Head of Financial Planning	New TOM requirements
SOJ09111 - Advisor - Financial Planning	New TOM requirements
SOJ09113 - Advisor – Investment Appraisal	New TOM requirements
SOJ09114 - Manager – Cost Benefit Analysis	New TOM requirements
SOJ09119 - Head of Finance Analytics & Management Information	New TOM requirements
<b>Approved to proceed as offer made</b>	
SOJ07657 - Head of Risk	Offer already made
SOJ08484 - Trainee Accountant	Offer already made
SOJ08536 - Assistant Revenue Officer	Offer already made
SOJ08771 - Revenue Officer	Offer already made
SOJ08816 - Manager - Policy and Technical (Policy)	Offer already made
SOJ08853 - Manager - Operations	Offer already made
SOJ08922 - Assistant Officer - Business Support Admin	Offer already made
SOJ08974 - Debt Collection Officer	Offer already made
SOJ08991 - Debt Collections Officer	Offer already made
SOJ09045 - Finance Business Partner - Advisor	Offer already made
TE1 - Head of Internal Audit	Offer already made
TE2 - Change and Engagement Manager	Offer already made
<b>Cancel assignment</b>	
SOJ07801 - Government Group Accountant	Alternative arrangements being made
<b>Approved to proceed</b>	
SOJ07535 - Finance Business Partner	New TOM requirements
SOJ08084 - Management Accountant/Finance Business Partner - Advisor	New TOM requirements
SOJ08089 - Officer Shared Services	New TOM requirements
SOJ08093 - Advisor – Strategic Finance	New TOM requirements
SOJ09153 - Officer - Shared Services	New TOM requirements