

**WRITTEN QUESTION TO THE MINISTER FOR INFRASTRUCTURE  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 22nd MARCH 2016**

**Question**

Following revised estimates for the number of potential redundancies through outsourcing from 150 to between 30 and 50 posts, what are the Minister's new estimates for savings (previously £2 million) and severance payments (previously £1.8 million)?

**Answer**

In a presentation by the Chief Officer to the Council of Ministers in November last year and then shortly thereafter to Unite, it was advised that up to 147 employees would potentially be affected by the Service Reviews in Parks and Gardens and Cleaning Services. This reflected the total number of employees working in those areas at that time.

The department is not able to accurately advise on how many employees may be affected by the proposals and the reasons for this are as follows:

- The total number of employees is changing weekly, employees are applying for Voluntary Redundancy, some are retiring, others have left to work in other departments such as the Health & Social Services department or have secured a role in other parts of DfI and some have secured jobs in the private sector.
- Employees will have the opportunity to engage with the employer during a period of consultation and the department's proposals may change. This consultation process may inform our overall organisation structure and more specifically the numbers of employees required in the future.

Only once we have completed the Employee Consultation and tendering processes will the department know how many employees may be at risk of redundancy.

Our estimate for savings is still in the region of £2 million per annum for the States of Jersey, however this is simply an estimate and this cannot be confirmed until we have concluded the procurement process.

Based upon the number of employees in post in November 2015 and the potential changes to organisational structures it was estimated that severance payments of up to £1.8m could be payable. This figure was provided as part of the department's business case to support the transformation programme.