

**WRITTEN QUESTION TO THE MINISTER FOR HOME AFFAIRS  
BY DEPUTY M.R. LE HEGARAT OF ST. HELIER NORTH  
QUESTION SUBMITTED ON MONDAY 20th FEBRUARY 2023  
ANSWER TO BE TABLED ON MONDAY 27th FEBRUARY 2023**

**Question**

“In relation to the States of Jersey Police, Fire and Rescue, Ambulance, Customs and Immigration and Prison services, will the Minister advise –

- (a) the number of Full Time Equivalent (FTE) officers each service has;
- (b) the number of FTE civilian staff each service has;
- (c) the headcount of officers currently in each service;
- (d) the headcount civilian staff currently in each service;
- (e) what recruitment, if any, is currently underway in each service; and
- (f) what number of officers, if any, are above their earliest retirement date in each service?”

**Answer**

Head Count and FTE

In relation to the above questions, we have deemed the term ‘officers’ to be those that are on a uniformed service terms and conditions for Fire & Rescue, Police and Prison, and for Ambulance, those who are on WFM terms and conditions. Please see the table below for details of questions a-d.

	Uniformed Service		Civil Servant	
	FTE	Head Count	FTE	Head Count
Police	207.38	210	110	118
Fire	65	91	2.68	3
JCIS			73.92	76
Ambulance	44.99	45	5	5
Prison	121.98	122	20.04	23

Please note, all JCIS are Civil Servants, and this is reflected above.

There are also other members of the teams under Manual Workers and Nurse and Midwife terms, but as these have not been requested in the question, we have not given details.

Recruitment underway in each Service

**Fire & Rescue:**

Preparation for on-call recruitment has begun.

2 x non-operational Watch Commander level posts for a fixed period until recruitment for 2 operational Watch commanders is possible.

5th Station Commander post.

Deputy Chief Fire Officer

On-call recruitment will take place across the year.

**Police:**

Analyst x 1  
Crisis Worker x 2  
Senior Analyst x 1  
Communications Manager (Financial Intelligence Unit) x 1  
IDVA x 1

**Ambulance:**

Eleven new roles from the Government Plan 2023.  
2 x Paramedic (filled on temporary arrangements)  
4 x ECA (2 x filled on temporary arrangements and 2 profiled for recruitment from April 23)  
0.43 x Clinical Training Officer (profiled recruitment from April)  
1 x Operational Support Officer (profiled recruitment from April)  
2 x Specialist Paramedics (profiled recruitment from April)

There are three current vacancies.

1 x Paramedic  
1 x Advanced Paramedic Manager under review following the Demand and Capacity Review.  
1 x Head of Operations, currently filled through an Act Up opportunity.

Work is underway with HR to recruit to these posts as soon as practically possible.

Job Descriptions are in production for new roles where required and agreed through the D&C review.

**Customs and Immigration:**

Customs and Immigration Officer - 3 vacancies

Passport Officer - 1 vacancy

**Prison:**

Intervention Facilitator x 2

Earliest Retirement Date

This was not a simple task due to the movement of some members from the PECRS to the PEPS on 1 January 2019 which meant that they now have two pension benefits which both have different Normal Retiring Ages (NRA) resulting in different Early Retirement Ages (ERA).

The NRA for uniformed members in the PECRS is 55 and in the PEPS it is 60. Uniformed members in the PECRS who were first employed before 1 March 2009 could retire from age 50 and uniformed members in the PEPS can retire from age 55.

Members who moved into the PEPS from the PECRS are called transition members and there are 192 transition members who are uniformed. For some members they are over their ERA in the PECRS but are under their ERA in the PEPS due to the different NRAs.

The overall table shows that there are 401 uniformed members but there are 593 benefits, this is down to the 192 transition members who have a benefit in the PECRS and the PEPS.

#### Total pension benefits payable to uniformed members member

Role	Members	Scheme	Under ERA	Over ERA
Ambulance Officer	42	PECRS	14	3
		PEPS	36	6
Fire and Rescue Service Officer	63	PECRS	28	15
		PEPS	49	3
Police Officer	195	PECRS	97	18
		PEPS	181	7
Prison Officer	101	PECRS	29	18
		PEPS	82	7
<b>Grand Total</b>	<b>401</b>		<b>516</b>	<b>77</b>

Transition Members (members with benefits in PECRS and PEPS)				
Role	Members	Scheme	Under ERA	Over ERA
Ambulance Officer	17	PECRS	14	3
		PEPS	17	
Fire and Rescue Service Officer	32	PECRS	28	4
		PEPS	32	
Police Officer	108	PECRS	97	11
		PEPS	108	
Prison Officer	35	PECRS	29	6
		PEPS	35	
<b>Grand Total</b>	<b>192</b>		<b>360</b>	<b>24</b>

Members with benefits only in PECRS			
Role	Members	Under ERA	Over ERA
Fire and Rescue Service Officer	11		11
Police Officer	7		7
Prison Officer	12		12

<b>Grand Total</b>	<b>30</b>	<b>0</b>	<b>30</b>
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<b>Members with benefits only in PEPS</b>			
<b>Role</b>	<b>Members</b>	<b>Under ERA</b>	<b>Over ERA</b>
Ambulance Officer	25	19	6
Fire and Rescue Service Officer	20	17	3
Police Officer	80	73	7
Prison Officer	54	47	7
<b>Grand Total</b>	<b>179</b>	<b>156</b>	<b>23</b>