

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY I. GARDINER OF ST. HELIER NORTH
QUESTION SUBMITTED ON MONDAY 3rd FEBRUARY 2025
ANSWER TO BE TABLED ON MONDAY 10th FEBRUARY 2025**

Question

“For each of the years 2022, 2023, and 2024, will the Chair state –

- (a) the total number of employees, broken down by post grade, who started within each Government department;
- (b) how many of these employees, if any, left their position within the first year of employment; and
- (c) the total number of exit interviews that were conducted by each department, broken down by employees who left within the first year of employment, and all other leavers?”

Answer

Number of new starters for the years 2022, 2023 and 2024, by Department and Grade are shown below. Figures <5 have been redacted for data protection purposes to avoid individuals potentially being identified.

Department / Grade	2022	2023	2024
Children, Young People, Edu & Skills	388	532	406
ACS06			<5
AET			<5
CONN		<5	
CS01	<5		
CS04	<5	<5	<5
CS05	11	9	7
CS06	24	29	32
CS07	10	22	8
CS08	14	24	8
CS09	8	21	9
CS10	7	9	15
CS11	8	15	<5
CS12	<5	7	9
CS13	<5	<5	<5
CS14	<5	<5	7
LEAD	7		<5
LSUP	<5	6	<5
MW01		7	<5
MW02	<5	6	<5
MW03	<5	15	48
MW04	<5	8	<5
MW05	5	<5	9
NM02			<5

NM04			<5
NM05	<5		
NM06		<5	
SAS		<5	
SPOTSALARY			<5
TAF03	18	<5	6
TAF04	18	36	13
TAF05	55	78	63
TAF06	55	52	35
TAF07	<5	19	10
TCH1	107	137	84
TIER 2			<5
VAR1	<5	<5	9
WFMC	12	14	7
WFMD		<5	<5
Department for the Economy	17	11	8
CS05		<5	
CS06	<5		<5
CS07	<5		<5
CS09	<5		<5
CS10			<5
CS11	<5	<5	
CS12	<5	<5	<5
CS13	<5	<5	
CS14	<5	<5	
CS15	<5	<5	<5
SPOTSALARY	<5		
Department of External Relations	5		<5
CS06	<5		<5
CS07	<5		<5
CS08	<5		<5
CS13	<5		<5
Digital Services	48	17	<5
CS06		<5	
CS07	10	5	
CS08	7	<5	
CS09	12		<5
CS10	6	<5	
CS11	7	<5	<5
CS12	<5		
CS13	<5	<5	
CS14	<5		
CS15	<5		
NM06	<5	<5	
TIER 1		<5	
Employment, Social Security and Housing	85	61	25

CS04		<5	
CS05	14	10	6
CS06	6	<5	
CS07	50	39	12
CS08	<5	<5	<5
CS09	7	<5	
CS10	<5		<5
CS11	<5	<5	<5
MW05	<5		<5
SPOTSALARY		<5	
Health and Care Jersey	364	390	407
ACS09			<5
CFEL1	12	22	10
CONN	10	15	12
CS01	<5		
CS03	<5	<5	
CS04	6	6	<5
CS05	31	25	25
CS06	45	36	37
CS07	7	9	<5
CS08	9	9	12
CS09	11	16	10
CS10	20	18	21
CS11	11	9	10
CS12	5	6	11
CS13	<5	6	5
CS14	<5	5	<5
CS15		<5	<5
FONE	<5	<5	
FTWO		<5	
FY1	20	17	18
FY2			<5
MW01			<5
MW02	16	12	10
MW03	6	7	6
MW04	10	9	<5
MW05		<5	
MW07	<5	<5	
MW08	<5		<5
NM01	41	30	38
NM02	8	11	6
NM03	<5		<5
NM04	31	53	101
NM05	11	12	20
NM06	9	8	8
NM07	<5	<5	<5

NM08		<5	<5
NMD8		<5	
NMP4	7	<5	7
NMP5	<5	<5	<5
SAS	<5		
SCOR	<5		<5
SGR	13	14	7
SLT2		<5	
ST1	<5	<5	<5
TECH08		<5	<5
TIER 2			<5
WFMC		<5	
Infrastructure and Environment	98	128	82
APP1			<5
ATM01	<5	<5	<5
CS03	<5	<5	
CS04	<5		
CS06	10	<5	8
CS07	14	16	8
CS08	7	15	7
CS09	<5	11	<5
CS10	13	7	10
CS11	7	5	5
CS12	6	5	7
CS13	<5	<5	<5
CS14			<5
CS15		<5	
EW01	<5		
EW05	<5	<5	<5
EW07	<5		<5
EW09		<5	
EW11			<5
MW01		<5	<5
MW03	7	18	8
MW04	<5	16	<5
MW05	8	11	6
MW06	<5	<5	
MW07	<5	<5	<5
MW08		<5	<5
SPOTSALARY	<5		
TECH08		<5	<5
TRM01			<5
Justice and Home Affairs	71	101	55
CS05	<5		<5
CS06	7	13	7
CS07	12	20	5

CS08	<5	<5	<5
CS09	7	5	<5
CS10	<5	<5	
CS11	<5	<5	
CS12		<5	<5
CS14			<5
CS15		<5	
FFAA	<5		
FRFF			<5
FRSC			<5
MW01		<5	<5
MW04	<5		5
MW05	<5	<5	
PLCA	<5	16	
PLCO	5	7	<5
PROP	12	19	
PSS2	<5		<5
PSS3			<5
ROFF	5	<5	<5
SGNT	<5		
SLT2	<5		
SLT3		<5	
SPOTSALARY		<5	9
TIER 3			<5
WFME	<5	6	<5
WFMH			<5
WFMI	<5		
Non-executives and Legislature	26	40	32
ALA1			<5
ALA2		<5	
ALA3		<5	
ALA4	<5	<5	
ALD		<5	
CS05	<5	6	8
CS06		<5	
CS07	<5		<5
CS08	6	7	<5
CS09	<5	9	7
CS10	<5	<5	<5
CS11	<5		<5
CS12	<5	<5	<5
CS14	<5		
LA2	<5		
LA3	<5		
LADV1		<5	<5
LADV2	<5	<5	<5

MW03		<5	<5
PL		<5	<5
SPOTSALARY	<5	<5	
Office of the Chief Executive	16	14	6
CS06		<5	
CS07	<5	<5	
CS08	5	5	<5
CS10	<5	5	<5
CS12	<5	<5	<5
SPOTSALARY	<5	<5	<5
People Services	16	27	10
ACS07			<5
ACS09	<5	<5	
CS04			<5
CS05	<5	5	<5
CS06			<5
CS07	<5	10	<5
CS08	<5	<5	<5
CS09	<5	<5	<5
CS10	<5	<5	
CS12		<5	
CS13	<5	<5	
MW02	<5		
SPOTSALARY		<5	
Strategic Policy, Planning and Performance	37	31	14
ACS06	<5		
ACS08		<5	<5
CS05		<5	
CS06	5	<5	<5
CS07	11	<5	<5
CS08	<5	<5	<5
CS09		<5	<5
CS10	6	6	<5
CS11	<5	<5	
CS12	<5	<5	<5
CS13		<5	<5
CS15	<5		
NM04	<5	<5	
NM06		<5	
SPOTSALARY	<5		<5
Treasury and Exchequer	64	38	31
ACS06		<5	
ACS08		<5	<5
CS03	<5		
CS05	13	5	<5

CS06	<5	<5	<5
CS07	13	13	10
CS08	8	<5	<5
CS09	5	<5	8
CS10	<5	<5	
CS11	5	<5	<5
CS12	<5	<5	<5
CS13	5	<5	
CS14	<5		
CS15	<5	<5	<5
Grand Total	1235	1390	1083

Total number of new starters, who left with less than 1 years service for the years 2022, 2023 and 2024, by Department are shown below.

Department	2022	2023	2024
Children, Young People, Edu & Skills	56	85	28
Department for the Economy	2	2	
Department of External Relations	1		
Digital Services	7	1	
Employment, Social Security and Housing	10	16	2
Health and Care Jersey	48	65	18
Infrastructure and Environment	13	15	2
Justice and Home Affairs	3	9	9
Non-executives and Legislature	3	5	2
Office of the Chief Executive	2	2	
People Services	3	7	4
Strategic Policy, Planning and Performance	10	6	2
Treasury and Exchequer	8	3	3
Grand Total	166	216	70

Total number of Exit Interview forms completed for the years 2022, 2023 and 2024, by Department are shown below. Please note that as the forms completed online by the employee and not linked to their employment record, they are based on submission year and the leavers own account of their length of service. People Services are working to improve awareness of exit interviews and colleagues are being encouraged to take up the opportunity.

Department	Number of forms completed from leavers with less than 1 years service			Number of forms completed from leavers with more than 1 years service		
	2022	2023	2024	2022	2023	2024
Chief Operating Office	2	1	1	10	7	11
Children, Young People, Edu & Skills	10	11	10	51	52	46

Customer and Local Services	4	4	2	11	13	7
Department of External Relations	0	1	0		2	
Department for the Economy	0	0	1	2		1
Health and Care Jersey	10	10	10	44	44	45
Infrastructure and Environment	3	3	1	26	17	16
Justice and Home Affairs	2	0	2	24	19	4
Non-Executives and Legislature	0	0	1	5	9	6
Office of the Chief Executive	0	0	0	4	2	5
Strategic Policy, Planning and Performance	1	2	0	8	11	1
Treasury and Exchequer	1	5	3	10	17	15
Grand Total	33	37	31	195	193	157