

**WRITTEN QUESTION TO THE MINISTER FOR CHILDREN AND HOUSING
BY DEPUTY C.S. ALVES OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 12th NOVEMBER 2019**

Question

Will the Minister provide a yearly breakdown of staff turnover in Children's Services from 2014 to date, indicating the departments and contract types (including agency staff) concerned?

Answer

| Year | Full-time budgeted establishment | Permanent | Contract | Agency | Agency pre-2017 | Total |
|--------------|---|------------------|-----------------|---------------|------------------------|--------------|
| | | | | | 48 | 48 |
| 2014 | 104 | 4 | | | | 4 |
| 2015 | 164.5 | 18 | 1 | | | 19 |
| 2016 | 232.7 | 14 | | 26 | | 40 |
| 2017 | 255.6 | 27 | | 55 | | 82 |
| 2018 | 224.5 | 23 | 3 | 39 | | 65 |
| 2019 | 267.3 | 21 | 4 | 29 | | 54 |
| Total | | 107 | 8 | 149 | 48 | 312 |

The staffing establishment for Children's Services is shown in the table above along with the turnover figures to illustrate the changes in the service over the period 2014-2019. It should be noted that the overall staffing number increased in 2015 and 2016 after investment made by the Health and Social Services Department predominantly in the social care service which saw the staffing establishment double.

There is considerable variance in the staffing establishment across the period because:

- 2014-2016 includes Child and Adolescent Mental Health Service (CAMHS)
- from 2015 onwards there was significant investment in the service
- 2017 includes a number of posts based at the Child Development Centre
- 2018 is the Children's Services social care establishment (only) which transferred to the Chief Minister's Department on the instruction of the Chief Minister
- 2019 is the current establishment as per the model set out in the Government of Jersey's Target Operating Model and includes CAMHS (not doctors) and posts transferring from Health and Community Services

The changes outlined above highlight the difficulty of making annual comparison.

The turnover figures in the table above relate to all staff working within the service and include:

- Social Workers
- Medical Consultation (Doctor) CAMHS (before they were decoupled from Children's)
- Nurse CAMHS
- Registered Childcare Officers
- Family Support Workers
- Admin/Secretarial
- Domestic – residential

Over the period January 2014 to October 2019 there has been an average turnover of 14.5 staff/annum (notwithstanding that the 2019 figures are only for 10 months).

It is important to note that the service now has a senior leadership team, made up of five permanent staff, committed to take the Children's Service forward. They will focus on developing a Service Development Plan that directly

responds to Ofsted and the Care Inquiry, as well as instilling a robust quality and performance management culture relentlessly focused on improved outcomes for children.