

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY R.J. WARD OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 23rd OCTOBER 2018**

**Question**

Following the Chief Minister's Speech on 10th October 2018 to the Chamber of Commerce, where he announced "*sustainable savings*" in the public service of £30 million, and stated that "*the States is currently carrying around 600 vacancies, and has a staff turnover rate of 12%*", will the Chairman provide –

- (a) a detailed breakdown of where these vacancies exist, by department;
- (b) a breakdown of these vacancies by pay grade and current wage;
- (c) a statement of which of these vacancies currently involve payments by the States to an employee 'acting up' into the position; and
- (d) a breakdown of any further planned job losses, if separate from these 600 vacant posts, by department?

**Answer(s):**

- a) Vacancies broken down by department

Department	Vacancies
Chief Minister's Department -	33.9
Community and Constitutional Affairs	23.2
Department for Infrastructure	82.7
Department of the Environment	5.2
Economic Development	15.7
Education Department	44.6
External Relations	0.0
Health & Social Services	335.6
Non Ministerial States Funded	15.4
Police	36.0
Social Security	3.7
Treasury and Resources	30.4
<b>Sub Total</b>	<b>626.4</b>

Trading Bodies	Vacancies
Jersey Car Parks	4.0
Jersey Fleet Management	9.0
<b>Sub Total</b>	<b>13.0</b>

<b>Total</b>	
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b) Breakdown of vacancies by pay grade and the current wage cost:

<b>Groups</b>	<b>Vacancies</b>	<b>Cost Of Vacancies</b>
Uniform Services	42.9	£1,439,785
Nurses and Midwives	166.2	£5,085,871
Civil Service / Le Geyt	276.7	£12,495,075
Teachers	29.0	£1,072,059
Doctors & Consultants	12.3	£838,342
Family Support Workers	4.0	£109,273
Manual Workers / EfW	99.0	£2,456,445
RCCO	10.8	£351,630
Ambulance	0.0	£15,983
Youth Service	-1.5	-£62,510
<b>Grand Total</b>	<b>639.4</b>	<b>£23,801,952</b>

A detailed summary by pay grade is appended

- c) There are no vacancies currently which involve payments by the States to employees ‘acting up’ into the position.
- d) A breakdown of any further planned job losses by department cannot be provided as it will be subject to the outcomes of the TOM restructuring process.

**Appendix:**

\* Negative values in 'Vacancies' refer to more staff in respective posts than has been budgeted.

\* Negative values in 'Cost Of Vacancies' refers to the cost of filling those extra non-budgeted posts.

<b>Pay Group and Grade</b>	<b>Vacancies</b>	<b>Cost Of Vacancies</b>
<b>Ambulance</b>		
PM002	1.0	£47,552
PM01	0.0	£1,017
TECH3	-1.0	-£32,586
<b>Associate Specialist (NEW)</b>		
SAS	4.2	£268,048
<b>Chief Officers</b>		
Spot Salary	1.0	£213,531
<b>Civil Servants</b>		
Spot Salary	5.3	£532,416
CA12	1.0	£54,825
CS01	1.0	£18,611
CS02	0.1	£2,225
CS03	5.0	£106,129
CS04	9.3	£216,383
CS05	14.4	£370,814
CS06	46.2	£1,314,963
CS07	35.0	£1,099,858
CS08	26.8	£950,049
CS09	4.1	£165,875
CS10	20.6	£956,287
CS11	45.1	£2,310,764
CS12	14.3	£816,682
CS13	16.8	£1,052,446
CS14	10.1	£723,512
CS15	13.7	£1,114,375
<b>Crown States Legal Appointment</b>		
Spot Salary	0.6	£53,962
LA1	1.1	£67,825
LA2	4.2	£319,364
<b>Energy From Waste Operations</b>		
EFW02	1.0	£29,244
<b>Family Support Workers</b>		
FSW1	1.0	£24,250
FSW2	3.0	£85,023

<b>Fire Service</b>		
FFAA	6.0	£186,672
FFCC	-1.0	-£47,244
FFSC	3.0	£176,772
FFWC	-1.0	-£51,328
<b>Fire Service Senior Officers</b>		
Spot Salary	1.0	£78,049
<b>Heads and Deputies</b>		
LEAD	5.0	£305,560
<b>Hospital Consultants</b>		
Spot Salary	-0.3	-£34,091
CONN	6.1	£510,720
<b>Junior Doctors</b>		
FONE	1.4	£32,327
FTWO	-2.0	-£57,280
SCOR	0.4	£10,712
<b>Le Geyt</b>		
SINS1	1.0	£34,181
<b>Lecturers</b>		
TCH1TE	3.6	£111,253
<b>Manual Workers</b>		
Spot Salary	4.1	£115,167
APP1MJ	0.8	£9,306
APP2MJ	4.0	£49,477
MW01MJ	28.4	£625,138
MW02MJ	14.9	£344,549
MW03MJ	4.4	£107,357
MW04MJ	24.6	£631,791
MW05MJ	-1.6	-£42,693
MW06MJ	4.7	£139,436
MW07MJ	3.7	£115,978
MW08MJ	10.0	£331,695
<b>Nurses and Midwives</b>		
NM01	100.3	£2,467,317
NM02	7.6	£217,536
NM03	1.0	£32,860
NM04	44.5	£1,760,491
NM05	10.6	£488,721
NM06	2.3	£118,946
<b>Police</b>		
Spot Salary	10.6	£261,718
INSR	-1.0	-£72,576
PLCO	15.9	£557,514
SGNT	2.4	£149,875

<b>Prison Officers</b>		
PRIS	4.0	£149,092
PROP	1.0	£32,480
PSEN	2.0	£102,566
PSS2	1.0	£33,716
<b>Prison Unit Managers</b>		
Spot Salary	-1.0	-£117,521
<b>RCCO</b>		
RC02	2.8	£80,523
RC03	6.0	£194,040
RC04	1.0	£36,119
RCGP	1.0	£40,948
<b>Staff Grade Practitioner (NEW)</b>		
SGR	2.5	£107,905
<b>Teachers</b>		
Spot Salary	1.8	£79,335
TCH1	18.6	£575,911
<b>Youth Service</b>		
SCLA	0.5	£15,059
SCLB	-1.0	-£33,707
SCLD	-1.0	-£43,861
<b>Grand Total</b>	<b>639.4</b>	<b>£23,801,952</b>