

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 16th JUNE 2015**

**Question**

Will the Chief Minister inform members of the progress so far in identifying the numbers of States positions deemed potentially redundant, in that they will not be replaced should the current postholder leave, by department and by grade, and if not state when he will do so?

Will he further state what services, along with staffing numbers and grades, have been identified for potential outsourcing in one form or another, in order to contribute to the required targets for savings in the Strategic Plan?

Finally will he state what progress has been made in identifying services that will cease or be reduced following amalgamation/elimination of States departments?

**Answer**

We are reprioritising our resources to focus investment on the areas identified as priorities in the States Strategic Plan – health, education, St Helier and economic growth. We are aiming to balance our books by 2018/2019.

The Medium Term Financial plan for 2016-19 is being prepared for lodging within the next two weeks, and will provide details about how we are using our available resources on these priority areas.

In preparation, all departments have been reviewing their costs, headcount, service provision needs and future plans to ensure they can continue to provide services within the available budgets. As part of this work, all retirements and fixed term contract end dates from 2016-19 are being factored into the service redesign. Added flexibility will be provided as employees leave through various voluntary severance schemes.

Service redesign will incorporate all possibilities. That may include outsourcing, if the service quality and delivery can be maintained within our financial constraints. It may include closure or reduction in some areas, and if that is the case, consultation and impact assessment will take place as part of the process.