

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY L.V. FELTHAM OF ST. HELIER CENTRAL
QUESTION SUBMITTED ON MONDAY 17th APRIL 2023
ANSWER TO BE TABLED ON MONDAY 24th APRIL 2023**

Question

“Further to [Written Question 159/2022](#), will the Chair advise how many States of Jersey employees have left the organisation, and the reasons they have provided for leaving, categorised by department and directorate, in each of –

- (a) 2022 Quarter 3;
- (b) 2022 Quarter 4; and
- (c) 2023 Quarter 1?”

Answer

A detailed leavers analysis is attached at Appendix A.

Care has been taken to minimise the risk of disclosure of sensitive personal information, whilst maximising the utility of that data. The more detailed the breakdowns within a table, the greater the disclosure risk. Accordingly:

- The answer shows values of 1, 2, and 3 as < 3
- Reasons for leaving with a total below a threshold of 20 in any period have been aggregated into a column entitled “other” (while showing for each other category the total across government)

This presentation accounts for the protection of personal data by minimising the ability to impute an individual's identity, and the requirements of the Code of Practice for Statistics [Code of Practice for Statistics 2019.pdf \(gov.je\)](#) which includes “T6.4 Organisations should be transparent and accountable about the procedures used to protect personal data when preparing the statistics and data, including the choices made in balancing competing interests. Appropriate disclosure control methods should be applied before releasing statistics and data.”

Please note that this data may differ with other leaver reporting provided in previous information requests as a result of on going data cleanse work being carried out by the organisation.

2022 Q3	Grand Total	Career Development in Jersey	End of Contract	Leaving Jersey	Personal Reasons - Not Work Related	Retirement	Other Reasons															
							Better Career Prospects	Better pay and/or benefits	Conversion	Death	Health Reasons	Ill Health Retirement	Job dissatisfaction	Mutual agreement	Non return from parental leave	Non starter	Organisational Change	Other Employment in Jersey	Resign Prior To Formal Action	Resignation	Unsuccessful probation period	Voluntary Early Retirement
Chief Operating Office	11	<3	<3	<3	<3	4	<3															
Modernisation and Digital					<3	<3	<3															
People and Corporate Services				<3	<3	<3	<3															
Children, Young People, Edu & Skills	89	14	15	10	19	9																
Children's Services					<3	<3	<3															
Education			10	13	9	15	8															
Public Libraries					<3	<3	<3															
Young People, Further Ed, Skills & Learn					<3	<3	<3															
Customer and Local Services	16	4	<3	<3	<3	<3																
Customer Operations					<3	<3	<3															
Customer Services					<3	<3	<3															
Department for the Economy	4	<3	<3		<3	<3	<3															
Department of External Relations		<3	<3		<3	<3	<3															
Health and Community Services	57	<3	18	6	6	9																
Health Modernisation						<3	<3															
Hospital and Community Services			<3	16	6	4	6															
Medical Director																						
Infrastructure and Environment	17	<3	6	<3	<3	<3	<3															
Natural Environment					<3	<3	<3															
Operations and Transport					<3	<3	<3															
Property and Special Projects							<3															
Regulation							<3															
Sport							<3															
Justice and Home Affairs	22	<3	4	<3	<3	7	<3															
Ambulance					<3	<3	<3															
Combined Control Room					<3	<3	<3															
Customs and Immigration							<3															
Health and Safety Inspectorate							<3															
Office of Superintendent Registrar							<3															
Police		<3			<3	<3	<3															
Prison					<3	<3	<3															
Non-executives and legislature	7	<3	<3		<3	<3	<3															
Estab. of H.E. Lt. Governor					<3	<3	<3															
Judicial Greffe							<3															
Law Officers' Department					<3	<3	<3															
Probation Service							<3															
States Greffe							<3															
Viscount's Department							<3															
Office of the Chief Executive	4	<3	<3		<3	<3	<3															
Communications							<3															
Strategic Policy, Planning and Performance	17	<3	7	<3	6	<3	<3															
Arm's Length Bodies							<3															
Covid Vaccination Programme							<3															
Executive and Governance							<3															
Treasury and Exchequer	10	<3	<3	<3	<3	<3	<3															
Commercial Services							<3															
FBP & Analytics & Management Information							<3															
Finance Hub							<3															
Revenue Jersey							<3															
Strategic Finance							<3															
Grand Total	255	32	56	32	45	31	<3	15	<3	6	<3	<3	9	4	<3	<3	<3	<3	4	<3	<3	<3

2022 Q4	Grand Total	Career Development in Jersey	End of Contract	Leaving Jersey	Personal Reasons - Not Work Related	Other													
						Better pay and/or benefits	Compulsory Redundancy	Conversion	Death	Dismissal - Misconduct	Dismissal - SOSR	Health Reasons	Ill Health Retirement	Job dissatisfaction	Mutual agreement	Non return from parental leave	Non starter	Retirement	Unsuccessful probation period
Chief Operating Office	9	<3	<3	<3	<3														
Modernisation and Digital		<3			<3														
People and Corporate Services		<3	<3		<3														
Children, Young People, Edu & Skills	42	9	7	6	9														
CAMHS			<3		<3														
Children's Services			<3	<3	<3														
Education		9	<3	<3	<3														
Public Libraries					<3														
Young People, Further Ed, Skills & Learn				<3	<3														
Customer and Local Services	8	<3	<3	<3	<3														
Customer Operations			<3	<3	<3														
Customer Services		<3																	
Department for the Economy	<3		<3		<3														
Health and Community Services	48	7	6	8	9														
Chief Nurse					<3														
Health Modernisation		<3	<3		<3														
Hospital and Community Services		<3	<3	8	5														
Medical Director		<3	<3		<3														
Infrastructure and Environment	16	<3	<3	<3	<3														
Operations and Transport			<3	<3	<3														
Property and Special Projects		<3																	
Regulation		<3																	
Sport					<3														
Justice and Home Affairs	18	4		<3	4														
Ambulance		<3		<3	<3														
Customs and Immigration		<3																	
Emergency Services Control Centre		<3																	
Health and Safety Inspectorate																			
Police				<3	<3														
Prison					<3														
Non-executives and legislature	12	<3	<3	5	<3														
Bailiff's Chambers		<3																	
Estab. of H.E. Lt. Governor				<3															
Judicial Greffe																			
Law Officers' Department		<3		<3	<3														
Probation Service				<3	<3														
States Greffe		<3			<3														
Office of the Chief Executive	<3	<3			<3														
Chief of Staff					<3														
Communications		<3																	
Strategic Policy, Planning and Performance	21	<3	10	<3	<3														
Arm's Length Bodies		<3	<3	<3	<3														
Covid Vaccination Programme		<3	7		<3														
Public Health																			
Strategy and Innovation					<3														
Treasury and Exchequer	6	<3		<3	<3														
Commercial Services					<3														
Finance Hub		<3		<3															
Revenue Jersey																			
Strategic Finance					<3														
Grand Total	183	34	31	31	34	11	<3	<3	<3	<3	<3	<3	4	<3	4	<3	<3	13	<3

2023 Q1	Grand Total	Career Development in Jersey	End of Contract	Leaving Jersey	Personal Reasons - Not Work Related	Other																		
						Better pay and/or benefits	Compulsory Redundancy	Conversion	Death	Dismissal - Attendance	Dismissal - Misconduct	Dismissal - SOSR	Health Reasons	Ill Health Retirement	Job dissatisfaction	Mutual agreement	Non return from parental leave	Resign Prior To Formal Action	Retirement	Unsuccessful probation period	Voluntary Early Retirement			
Chief Operating Office	10	<3	<3	<3	<3																			
Modernisation and Digital		<3			<3																			
People and Corporate Services		<3			<3																			
Children, Young People, Edu & Skills	55	9	<3	7	14																			
CAMHS		<3																						
Children's Services		<3	<3		<3																			
Education		<3	<3	7	9																			
Integrated S and Commissioning																								
Public Libraries					<3																			
Young People, Further Ed, Skills & Learn		<3			<3																			
Customer and Local Services	6	<3	<3		<3																			
Customer Operations		<3	<3		<3																			
Customer Services					<3																			
Department for the Economy	<3																							
Department of External Relations	<3				<3																			
Health and Community Services	53	4	12	8	9																			
Chief Nurse			4																					
Health Modernisation			<3																					
Hospital and Community Services		4	4	5	4																			
Medical Director			<3	<3	<3																			
Infrastructure and Environment	14	<3			5																			
Natural Environment		<3																						
Office of the Director General					<3																			
Operations and Transport					<3																			
Property and Special Projects					<3																			
Regulation					<3																			
Sport																								
Justice and Home Affairs	15	<3	<3	4	<3																			
Business Support																								
Police					<3																			
Prison		<3	<3		<3																			
Non-executives and legislature	6	<3			<3																			
Judicial Greffe		<3																						
Overseas Aid					<3																			
Probation Service																								
States Greffe					<3																			
Viscount's Department					<3																			
Strategic Policy, Planning and Performance	23		18	<3	<3																			
Covid Vaccination Programme			14																					
Official Analyst					<3																			
Public Policy					<3																			
Strategy and Innovation			<3																					
Treasury and Exchequer	10		<3		4																			
Commercial Services					<3																			
FBP & Analytics & Management Information			<3		<3																			
Finance Hub																								
Revenue Jersey					<3																			
Strategic Finance			<3																					
Grand Total	194	21	37	26	40	11	<3	<3	<3	<3	<3	<3	<3	7	5	6	7	<3	<3	18	6	<3	<3	