

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 26th FEBRUARY 2019**

**Question**

Further to the response given to Written Question 239/2018, will the Chairman –

- (a) detail for members what policies or measures are in place, if any, to restrict the growth of headcount and to make use of the three mechanisms (fixed-term contracts, zero-hours agreements, agency workers) which were illustrated; and
- (b) provide members with a breakdown, by profession, of the figures supplied in relation to the delivery of health and social services to the public?

**Answer**

- a) As the organisation is actively engaged in consultation across the Directorates about the implementation of the target operating model, we are following a redeployment and organisation change policy to ensure we can provide alternative roles for permanent staff.

The Government of Jersey will continue to use different employment frameworks as part of the need to ensure effective headcount management and to protect permanent employees in this period of change.

All vacancies are reviewed internally within the Directorates, either by the Director General or their direct reports, within their agreed headcount budget.

Non-frontline roles are reviewed by an internal panel, led by a Director General. If approval is granted, it will determine on what basis a job offer is made.

**b)**

<b>Role Type</b>	<b>Fixed Term Contract</b>	<b>Zero Hours</b>	<b>Agency</b>	<b>Total</b>
Administrators / Administration Assistants / Secretaries / Receptionists	11	63	30	104
Allied Health Professionals	<10	16	<10	22
Civil Servants - Various Roles	15	34	<10	54
Doctors & Consultants	49	11		60
Manual Workers	<10	<10		9
Nurses and Midwives	14	337		351
Other Health Pay Groups (Ambulance, Family Support Workers, RCCOs)	<10	29		30
<b>Total</b>	<b>100</b>	<b>494</b>	<b>36</b>	<b>630</b>