

CHIEF STATISTICIAN'S ANNUAL REPORT 2024

R.111/2025



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FOREWORD

BY THE CHIEF STATISTICIAN

Ensuring that government, businesses and the public of Jersey have independent, reliable information and advice to support decision making has never been more important. This has been recognised in the amendments to the Statistics and Census (Jersey) Law 2018 passed by the States Assembly in September 2024 and which came into force in February 2025. The amendments increase the independence and accountability of the Chief Statistician and of Statistics Jersey. One of the new provisions places an obligation on the Chief Statistician to produce an annual report.

This is the first such annual report, reporting on our performance in 2024. As far as possible, I have followed the Jersey Audit Office's guidance on annual reporting, although it has not been possible to fully follow that suggested content for this first report, which covers a period before the law was in force.

"Efforts to amend the Statistics Law began in 2021, and so its adoption by the States Assembly in 2024 was widely regarded as the highlight of the year."

Under the statistics legislation, Statistics Jersey is required to 'seek to avoid collecting data where data collected for administrative purposes is readily accessible, of suitable quality and sufficiently up to date to enable it to carry out its functions under this Law.' 2024 reflects the first year that ongoing funding was available for linking admin data held by government. This has enabled Statistics Jersey to mainstream production of population and migration estimates based on data held by government, and to develop experimental earnings and labour market statistical reports based on admin data. Further development of such reports is a strategic priority for the future.

2024 also saw the first update to population projections since 2016. The use of admin data for population and migration estimates means that it will be possible to update the projections every two years rather than the previous five-yearly updates. This has also allowed for improvements to be made to the regularity and quality of the

household projections which make use of the population projection update.

Between 2023 to 2024, Statistics Jersey reviewed and updated the Island Outcome Indicators **Island outcome indicators | Statistics Jersey** to include a more relevant set of island indicators closely aligned to Future Jersey **Future Jersey** and a better presentation of the indicators. Following positive feedback from users, the new indicators and dashboard went live in July 2024.

Also, during 2024 we redeveloped the RPI production system, which had not been updated for over twenty years. The new database system is more reliable and will need less manual checking, as well as allowing future methodology changes to be incorporated more easily. Using the new system, the weights for the RPI basket of goods were updated using spending patterns from the 2021-22 Living Costs and Household Income Survey, to reflect more up-to-date spending patterns. The new weights were incorporated into the December 2024 RPI.

Whilst a successful year, Statistics Jersey faced challenges around capacity and capability within the team. During 2024, like other parts of government, Statistics Jersey faced budget reductions which would have meant cutting four posts (out of 22). A thorough prioritisation process was carried out seeking to minimise the impact on users of our statistics. The impact on scheduled publications was announced on 18 September 2024 **Chief Statistician - Statistics Jersey discontinuance of statistical reports.pdf**



Ian Cope
Chief Statistician

During the debate on the Government Budget 2025-2028, the States Assembly approved funding to reinstate one of these posts, which will allow Statistics Jersey to re-instate the Quarterly Business Tendency Survey from Q3 2025.

The statistics and data produced by Statistics Jersey are valued by a wide range of users including the Council of Ministers; States Assembly members and Scrutiny Panels; colleagues within government; businesses; charities; and individual Islanders. As a result, the demand for our work inevitably exceeds our available capacity. I would rather have this challenge than to be irrelevant to the island. As explained later in this Annual Report, part of Statistics Jersey's strategic response to this challenge is to pivot to greater use of administrative data already held by government and public authorities.

2024 PERFORMANCE HIGHLIGHTS

2024 was a landmark year for Statistics Jersey, marked by legislative change, improvements to statistical methodology and the publication of new reports.



STRENGTHENING INDEPENDENCE AND ACCOUNTABILITY

After over three years of work, amendments to the Statistics and Census (Jersey) Law 2018 were unanimously approved by the States Assembly in September 2024. These changes enhance the independence and accountability of the Chief Statistician and Statistics Jersey, ensuring we continue to serve the Island with impartial, high-quality statistics.



29
REPORTS



100%

PUBLICATION PERFORMANCE

100% of our reports were released on time, in line with our publication schedule.

IMPACTFUL PUBLICATIONS

During 2024 we published **29 reports**, averaging more than one every two weeks:

- Core economic indicators such as the Retail Prices Index (RPI), which informs state pension adjustments and private and public sector pay decisions.
- Updated household and housing projections, building on updated population projections.
- Updated population estimates based on admin data, which included a level of detail not seen for the island previously.
- New statistical outputs covering employment, international government comparisons, and the first Statistics Jersey analysis of public spending.
- The 2024 **Jersey Opinions and Lifestyle Survey**, incorporating a year's worth of work on current issues relevant to islanders.

These publications have been widely cited in the media, making the headlines on numerous occasions. They have also been referenced in the States Assembly and used by businesses and citizens alike for informed decision-making.



INTEGRITY

Throughout 2024, we maintained our commitment to excellence:

- Zero data protection breaches reportable to the Jersey Office of the Information Commissioner.
- Zero significant revisions to statistical publications.

PROFESSIONAL GROWTH AND STRATEGIC PLANNING

- Employees of **Statistics Jersey** engaged in a range of Continuing Professional Development (CPD) including:
 - *Modules in the MSc in Data Analytics for Government at the University of Southampton*
 - *Modules in the Office for National Statistics (ONS) School of National Accounts*
 - *Other ongoing professional development*
- Coordinated regular meetings and CPD opportunities for the **Government's Analyst Network** including:
 - *Eight virtual events to share skills and knowledge across the analytics network*
 - *One in-person event, bringing over a speaker from 'Full Fact', a UK based team of independent fact checkers, to deliver a session on the importance and impact of trustworthiness of data*



BEYOND THE NUMBERS

In addition to core statistical outputs, we achieved significant operational and strategic milestones:

- Relocated to the new Government of Jersey offices on Union Street.
- Advanced statistical methods, especially through increased use of administrative data.
- Delivered a major update to RPI processes for the first time in 20 years, including development of data infrastructure that reduces risk.
- Began building a new stand-alone website **Statistics Jersey | The National Statistical Office for Jersey** to enhance transparency and accessibility of statistics.
- Introduced a new career framework for statisticians and analysts across the Jersey Statistical System (JSS). This will make it easier:
 - *For individuals and their managers to plan their professional development*
 - *For statisticians and analysts to move departments to gain experience*
 - *For departments to recruit statisticians and analysts*
- Responded to more than 120 ad-hoc requests for data and insight from colleagues in government, the media, public authorities, charities, and individuals.
- Provided analytical support for key government projects such as Automatic Voter Registration, a Fiscal Policy Panel review of the housing market and Health Accounting.
- Engaged in wellbeing and volunteer initiatives.

A LOOK AT STATISTICS JERSEY

Statistics Jersey is the National Statistics Office for Jersey, established under the Statistics and Census (Jersey) Law 2018. Amendments to the Law, agreed in 2024, have further strengthened our independence, formally designating the Chief Statistician as a corporation sole and Statistics Jersey as a 'Schedule 6 other States body'.

The Chief Statistician leads Statistics Jersey, which produces all-island social and economic statistics. Appointed under the Law, the Chief Statistician operates independently, making decisions on data collection, methods and publication without external influence.

The Chief Statistician works with other public authorities that produce statistics, seeking to ensure consistency in statistics and alignment with best practice.

Working through Statistics Jersey, the Chief Statistician is responsible for:

- Producing statistical reports on Jersey's economy and society that are relevant and valuable to a wide range of users, including States Assembly members, colleagues in government, businesses, charities, the media, and the public to support informed decision-making
- Supporting the development of public policy and the effective delivery of public services through the provision of accurate, timely data
- Promoting efficient data use across the public sector by coordinating statistical activities and minimising unnecessary duplication in data collection

As head of the statistical profession working across the **Jersey Statistical System (JSS)**, the Chief Statistician is also responsible for:

- ensuring that statisticians and analysts employed by public authorities uphold high professional statistical standards, including encouraging compliance with the Jersey Code of Practice for Statistics, [Code of Practice | Statistics Jersey](#)
- as far as resources allow co-ordinating

professional development across the statistical profession and ensuring that appropriate professional training is available

- upholding the independence of the Jersey Statistical System

The Chief Statistician is the government's **Chief Advisor** on statistics.

The primary role of Statistics Jersey is to support the Chief Statistician in delivering the responsibilities listed above. All employees within Statistics Jersey operate under the full direction of the Chief Statistician and are employed under the Employment of States of Jersey Employees (Jersey) Law 2005.

HOW WE WORK

Statistics Jersey:

- publishes key data on Jersey's economy and population, including inflation, earnings, house prices, migration, and census results
- conducts regular surveys, such as the Annual Business Survey, the Jersey Opinions and Lifestyle Survey, the two-yearly Jersey Children Young Persons Survey; the periodic Household Spending and Income Survey, and the ten-yearly census
- uses existing administrative data where possible to reduce duplication

Our reports:

- are free and available online
- are published at 10 am on weekdays, according to the schedule on the [Release calendar | Statistics Jersey](#)
- are not shared outside of Statistics Jersey before publication

OUR STRUCTURE

At the close of 2024, Statistics Jersey consisted of 18 employees, including the Chief Statistician, three Principal Statisticians, 13 other permanent team members and one employee on a fixed-term contract. Employees were organised across five specialised teams, each with a distinct area of focus:

- **Economic Statistics Team**

Conducts mandatory and voluntary business surveys and analyses administrative data to produce key economic indicators.

- **Social statistics team**

Runs household and school-based surveys to explore population trends, lifestyle choices, and public opinion. It also manages the Island Outcome Indicators and our website.

- **Development and large projects team**

Leads innovation in data collection and analytical methods and manages major surveys like the Census and the Living Costs and Household Income Survey.

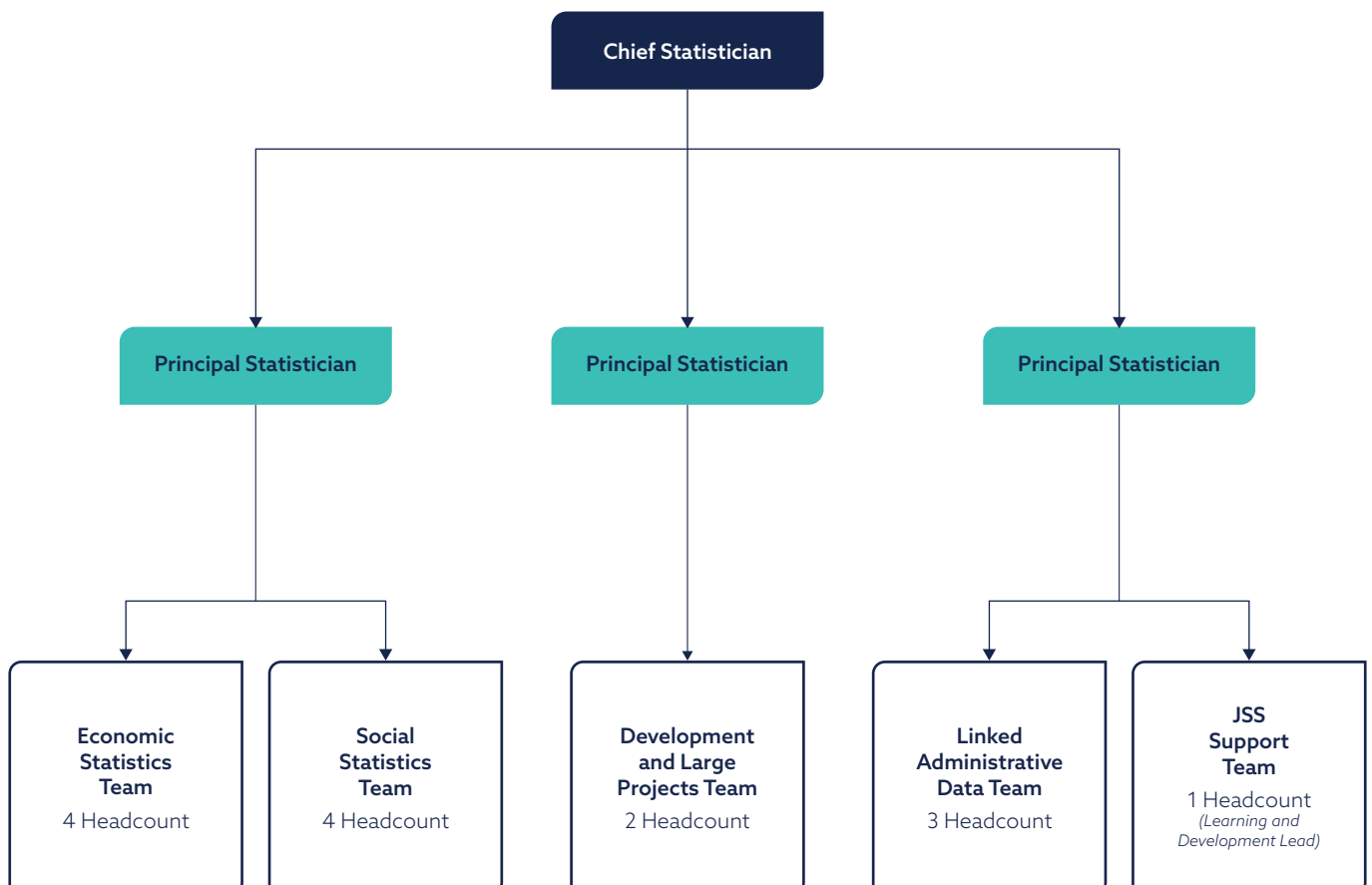
- **Linked administrative data team**

Uses administrative records to generate robust statistics on Jersey's population and businesses.

- **Jersey statistical system support team**

Supports public authorities in producing and publishing high-quality statistics, promoting consistency, transparency, and collaboration across Jersey's statistical community.

Our structure can be seen below in the following organisational chart:



PROFESSIONAL STANDARDS

JERSEY CODE OF PRACTICE FOR STATISTICS

Under the previous version of the Statistics and Census (Jersey) Law 2018, the **Statistics Users Group** were responsible for producing a **Code of Practice for Official Statistics**. In practice they produced two codes:

- A [Code of Practice for Statistics 2019.pdf](#), to guide the production of statistics by all public authorities.
- A [Code of Practice for Official Statistics 2019.pdf](#), which applied solely to Statistics Jersey, as it was the only body authorised to produce Official Statistics under the original law.

Recent amendments to the Law require the Chief Statistician to develop and publish a **Code of Practice for Tier 1 statistics** and uphold professional standards across the **Jersey Statistical System**. This will see an integration of the two previous codes into one, but otherwise with minimal changes. The newly formed **Statistics Council** must review the Code before publication, so the process will take some time.

TIER 1 STATISTICS

Under the law amendments, “**Tier 1 statistics**” refer to the most critical statistical reports that are essential for understanding the Island’s economic, demographic, social, and environmental situation. These statistics must be produced by public authorities and designated as Tier 1 based on their significance for public policy, high public interest, and adherence to rigorous standards of quality and transparency.

According to the Law, a statistical series qualifies as Tier 1 if it:

- Is produced by a public authority
- Is essential for critical decision-making
- Holds high public interest

- Meets expectations of impartiality and statistical quality
- Requires long-term data continuity
- Allows for international comparability
- Is developed, produced and disseminated according to the standards set out under the Law

The Chief Statistician is responsible for advising on whether a statistical series produced within the Jersey Statistical System meets the professional standards to qualify as a Tier 1 statistics. The Chief Statistician must also publish a release calendar for Tier 1 statistics and is empowered to suspend the publication of any Tier 1 statistic that fails to comply with the Code until compliance is restored.

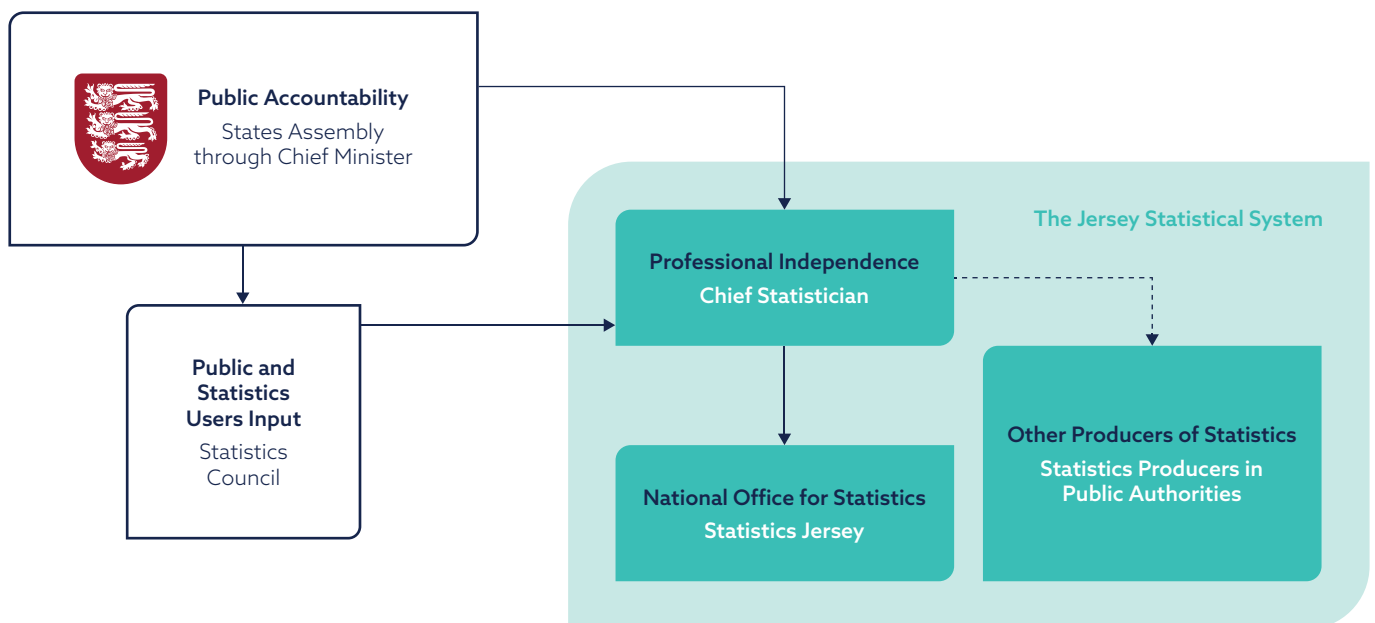
As set out in the law amendments, the initial list of Tier 1 statistics will be limited to those produced by Statistics Jersey. Since Tier 1 statistics must comply with the Code of Practice, the initial assessment cannot occur until the Code is approved and published; this is not expected to happen until the second half of 2025.

THE JERSEY STATISTICAL SYSTEM

Like many other jurisdictions, Jersey has a decentralised statistical system. Under the recent amendments to the Law, the **Jersey Statistical System** (JSS) comprises public authorities that collectively produce, manage, and disseminate statistics on the economic, demographic, social and environmental situation in Jersey.

Data analysts and statisticians across the JSS not only provide critical data for operational management but also publish key statistics and insights relevant to their areas.

The structure of the JSS and how Statistics Jersey fits in, can be seen below:



Statistics Jersey engages regularly with the **Statistics and Analytics Departmental Leads** (SADLs) from across public authorities, holding meetings three to four times a year. In recent years these sessions have primarily focused on strengthening career pathways and professional development for statisticians and analysts.

In 2024, Statistics Jersey led the creation of a **Career and Professional Development Framework** for data analysts and statisticians. Building on this foundation, and in collaboration with People Services, a standardised job family and suite of job descriptions were agreed and launched. This work aims to enhance consistency in role grading and support mobility

within the statistics and analytical workforce across Government and external public authorities.

Statistics Jersey also maintains the **Analytics Network** (ANet), a platform for sharing knowledge, posing questions, and building community among data professionals. ANet hosts both virtual and in-person events. In June 2024, a well-received in-person event featured contributions from **Full Fact**, the UK's independent fact-checking organisation. Virtual sessions have covered topics such as survey design and the adoption of a unified style guide to promote consistency in statistical reporting.

OUR VISION, PURPOSE AND PRINCIPLES

OUR VISION

Government, businesses, and the public have the independent, reliable statistics and advice on Jersey's people and economy that they need from us to help them shape the Island's future.

OUR PURPOSE

Our purpose is to produce high-quality statistics on Jersey's people and economy that:

- Tell a story about life in Jersey
- Support decision making by Islanders
- Assist public policy making and the delivery of public services
- Make best use of existing data held by public authorities to avoid duplication

In addition, Statistics Jersey:

- Runs the ten-yearly census
- Promotes publication of data by public authorities, along with high standards in the production and reporting of such statistics
- Supports the professional development of the statistical and analyst profession within government



PUBLIC SECTOR VALUES

We are respectful

We care about people as individuals and show respect for their rights, views and feelings.

We are better together

We share knowledge and expertise, valuing the benefits of working together.

We are always improving

We're continuously developing ourselves and our services to be the best they can be for Jersey.

We are customer focused

We're passionate about making Jersey a better place to live and work for everyone.

We deliver

We're proud of Jersey as a place and are passionate about shaping and delivering great public service.



PERFORMANCE REPORT

OUR STRATEGY

Over the past four years, Statistics Jersey has been working towards **strategic priorities** aimed at strengthening the statistical system, enhancing data quality, and supporting informed decision-making across government and society:

Enhance Independence and accountability

Update the legislative framework and strengthen governance and reporting practices to safeguard Statistics Jersey's independence, ensure alignment with international standards, and reinforce public trust in statistics.

Improve Dissemination of Statistics

Improve dissemination practices to ensure that statistics and insight are easily accessible and discoverable.

Make Increasing Uses of Administrative Data

In accordance with requirements of the Statistics Law, invest in the systems and people to make increasing use of existing administrative data held by public authorities to improve the quality, granularity and frequency of statistics and reduce the survey burden on businesses and households.

Modernise Statistical Methodologies

Update statistical methods and adopt modern technologies to ensure the continued production of high-quality, reliable, and timely statistics, for example in the calculation of the Jersey Retail Price Index.

Invest in Career and Professional Development

Support the professional development of Statistics Jersey employees through funding and supporting specialist training in official statistics and analytics for government.

Support statisticians and analysts across public authorities by implementing a structured framework for recruitment, career progression, and professional development.

PERFORMANCE ANALYSIS

Our performance is reported in alignment with our five strategic objectives.

While this report focuses on our performance in 2024, some of the progress highlighted may stem from initiatives or developments that began in 2022 or 2023.

Priority 1: Enhance independence and accountability

Update the legislative framework and strengthen governance and reporting practices to safeguard Statistics Jersey's independence, ensure alignment with international standards, and reinforce public trust in statistics.

What have we done?

- Collaborated with policy officers to draft amendments to the Statistics and Census (Jersey) Law 2018.
- Supported the Statistics Users Group in their review and consideration of the proposed legislative changes.
- Provided briefings to the Corporate Services Scrutiny Panel during their review of the Law amendments.

What more do we need to do?

In 2025 we are embedding the Law amendments and further strengthening our governance and independence. Our priorities for the year ahead include:

- Contributing to the development of a Framework Agreement between Statistics Jersey and the Cabinet Office
- Supporting the induction of new members of the new Statistics Council

- Improvements to the governance arrangements of Statistics Jersey as a consequence of becoming a Schedule 6 'Other States Body'
- Updating the existing Jersey Codes of Practice for Statistics and Official Statistics and publishing the new Jersey Code of Practice for Tier 1 statistics, submitting it to the Statistics Council for review once the Council is fully established
- Compiling the initial list of Tier 1 statistics, seeking input from the Statistics Council, and assisting the Chief Minister in formally lodging the list with the States Assembly
- Establishing the Statistics Producers Group to:
 - > Coordinate the production and release of Tier 1 statistics
 - > Support the development of a strategic plan for the Jersey Statistical System
 - > Provide a forum for continuous quality improvement and collaboration among producers of public authority statistics

Priority 2: Improve dissemination of statistics

Improve dissemination practices to ensure that statistics and insights are easily accessible and discoverable.

What have we done?

- Reviewed and rationalised the content of the Island Outcomes. Developed and launched the Island Outcome Indicators (IOI) dashboard to enhance transparency and improve how Jersey's progress toward long-term wellbeing goals is tracked and communicated with islanders.

PERFORMANCE REPORT

PERFORMANCE ANALYSIS

- Published 'Parish Profiles' based on data from the 2021 Jersey Census, providing clear statistical summaries of demographic, social, and housing characteristics for each of the Island's 12 parishes.

What more do we need to do?

As part of our ongoing commitment to improve dissemination of statistics, our priorities for the coming year include:

- Launching a new Statistics Jersey website, which is being designed to improve the presentation and accessibility of statistics and to reinforce Statistics Jersey's independence
- Redesigning departmental statistical pages on the Government of Jersey website to repatriate remaining departmental statistical content
- Providing support to government departments and external public authorities to improve how they share and communicate statistical insights
- Working with the new Statistics Council and users to identify data gaps and emerging requirements

Priority 3: Make increasing uses of administrative Data

In accordance with requirements of the Statistics Law, invest in the systems and people to make increasing uses of existing administrative data held by Government of Jersey to improve the quality, granularity and frequency of statistics and reduce the survey burden on businesses and households.

What have we done?

Over the past year, we made significant progress in building the infrastructure and governance needed to produce timely and reliable statistics from administrative data sources:

- Established a secure database of administrative population and social data to support the production of population and migration statistics.
- Implemented robust data governance measures around the secure database, including a 2023 review of the relevant Data Protection Impact Assessment (DPIA) by the Jersey Office of the Information Commissioner.
- Published the first population and migration estimates based on administrative data in 2023, with updated figures and a greater range released in 2024.
- Conducted analyses of migrant arrivals in 2017, examining their population status five years later.
- Produced population and household projections using the most up to date migration behaviours derived from linked administrative data.
- Produced the first experimental report on the all-economy gender pay gap in 2024, using administrative data sources.

What more do we need to do?

To build on our progress made in leveraging administrative data, our priorities for 2025 include:

- Publishing a standalone all-economy gender pay gap report, establishing this analysis as an annual statistical release
- Integrating population and economic administrative databases to reduce data storage duplication, enhance cross-cutting social and economic insights, and improve consistency across outputs
- Releasing an experimental earnings report, applying updated methodology originally developed for gender pay gap analysis, to

further demonstrate the value of administrative data in labour market statistics

- Acquire additional administrative datasets to support production of household analyses and better analyses of income distributions

Priority 4: Modernise statistical methodologies

Update statistical methods and adopt modern technologies to ensure the continued production of high-quality, reliable, and timely statistics, for example in the calculation of the Jersey Retail Price Index.

What have we done?

Over the past year, Statistics Jersey has achieved substantial progress in enhancing the methodology and processes underpinning the Retail Prices Index (RPI) and the Living Costs and Household Income Survey (LCHIS).

Retail Prices Index (RPI) enhancements

- The RPI basket of goods and services was reviewed to ensure it reflects up-to-date consumer spending habits.
- The index was re-weighted using the latest data from the LCHIS, providing a more accurate representation of household expenditure.
- A modern database infrastructure was introduced, streamlining the storage and analysis of prices data.
- Development was initiated of a new mobile application to replace paper-based field price collection which will be launched in 2025 to improve both efficiency and data accuracy.
- The analysis process was simplified by reducing the number of operational spreadsheets by over 50%.

Living Costs and Household Income Survey (LCHIS) developments

The Living Costs and Household Income Survey is an income and expenditure survey used to provide information on income distribution, expenditure patterns, and to ensure that the RPI continues to reflect up-to-date spending patterns. It was run every five years from 1998, except during the pandemic. The last survey took place between October 2021 and November 2022.

- A comprehensive review of the LCHIS was undertaken to modernise methods, improve data quality, and reduce the burden on respondents.
- Survey design improvements were explored, with a focus on reducing length, increasing response rates, and incorporating administrative data sources.
- Practices in other jurisdictions were researched, including the use of incentives and alternative data collection techniques.
- Updates were made to the household questionnaire within the CAPI system, ensuring continued relevance and usability.
- An initial redesign of the household spending diary was completed to improve user experience and data quality.
- A feasibility study was launched to compare survey-reported income with administrative records, assessing data reliability.

What more do we need to do?

Building on this momentum, further developments are planned to enhance the quality of Jersey's price and household statistics.

Next Steps for RPI:

- Finalise testing and begin full deployment of the new price collection app for use in the field.

PERFORMANCE REPORT

PERFORMANCE ANALYSIS

- Develop an RPI administrative backend system to improve data validation and streamline analytical workflows.
- Continue simplifying RPI spreadsheets to support clearer, more efficient analyses.

Next Steps for LCHIS:

- Secure funding for the survey as part of the Government Budget process.
- Secure additional administrative data from Government of Jersey departments to further the integration of income and benefits data.
- Finalise the redesign of the spending diary based on testing and user feedback.
- Update the internal LCHIS diary database, aligning it with the latest COICOP standards, an international classification system developed by the United Nations Statistics Division to categorise household consumption expenditures.
- Enhance the survey software to support more efficient field data collection.
- Continue exploring mixed-mode data collection, including online and administrative data methods, to improve flexibility and reduce respondent burden.

Priority 5: Invest in career and professional development

Support the professional development of Statistics Jersey officers through funding and supporting specialist training in official statistics and analytics for government. Support statisticians and analysts in the wider statistical system by implementing a structured framework for recruitment, career progression, and professional development.

What have we done?

In 2024 we made good progress towards our long-term commitment to professional excellence, consistency, and the growth of analytical talent across Jersey's public sector:

- Invested in formal qualifications, supporting Statistics Jersey officers to undertake modules in the MSc in Data Analytics for Government at the University of Southampton.
- Enhanced technical expertise, with team members completing Office for National Statistics (ONS) training in National Accounting.
- Strengthened leadership capacity, with employees participating in targeted leadership development programmes.
- Introduced a professional development framework for statisticians and data analysts, including standardised job descriptions to support consistency in recruitment, progression, and career pathways across Government and external public authorities.
- Further developed a cross-government forum for Statistics and Analytics Departmental Leads (SADLs), enabling collaboration on key areas such as professional standards, technology adoption, and career development.
- Fostered a culture of learning and collaboration, hosting eight virtual knowledge-sharing events and one impactful in-person event on the trustworthiness of data for the wider analytics network.

What more do we need to do?

To build on the progress made in professional development, our priorities for 2025 include:

- Expanding training and development opportunities for Statistics Jersey officers, with a particular focus on early-career statisticians.

- Undertaking a review of the data analyst apprenticeship scheme to ensure it offers a high-quality, inclusive route into the profession which supports individuals without formal qualifications and those seeking to adopt a work-based learning pathway.

Key Performance Indicators

In 2024, Statistics Jersey had one Key Performance Indicator (KPI):

- **100% of statistical reports were released on time**, in accordance with the official publication schedule.

Looking Ahead

In 2025, we are developing a more comprehensive suite of KPIs. These new indicators will enable more robust tracking of our progress. Monitoring of Statistics Jersey's progress towards our strategic objectives will form part of the standard agenda at quarterly governance meetings. The methodology for calculating these measures will be finalised in the second half of the year, with reporting to begin in the Statistics Jersey Annual Report for 2025.



RISK MANAGEMENT

An essential part of delivering Statistics Jersey's objectives is managing risks.

In 2024, while part of the Government of Jersey's Strategic Policy, Planning and Performance (SPPP) department, Statistics Jersey operated under the Government's Risk Management Framework. Risk oversight was provided through SPPP's governance meetings, with a key risk around the recruitment and retention of professional statisticians being actively managed throughout the year.

Outside of SPPP formal risk oversight, Statistics Jersey largely focused on project-level risks such as those related to the 2021 Census, the Living Costs and Household Income Survey (LCHIS), and the redevelopment of the Retail Prices Index (RPI). These risks were recorded and managed via project-specific risk logs.

As Statistics Jersey transitions to a Schedule 6 'Other States Body' in 2025, it will broaden

its approach to risk management, focussing on organisation-wide risks. While operating independently, it will continue to follow the Government of Jersey's Risk Management Framework, assessing risks based on their likelihood of occurrence and potential impact. A Statistics Jersey Risk Register will be developed, and risk management will become a standing agenda item at quarterly governance meetings. Significant risks will be reviewed to determine whether a dedicated treatment plan is required, or whether escalation to the Government's Corporate Risk Register or the Community Risk Register is appropriate. Escalations will be made via the Accountable Officer in the Cabinet Office.

Below is a summary of the key corporate risks identified in 2024, and the actions taken to address them.

RISK	ACTIONS/CONTROLS	PROGRESS IN 2024
Risk 1: Capacity and capability within Statistics Jersey Around half of Statistics Jersey's team are relatively new to their statistical careers and are gaining both professional and work-based experience. There is therefore a risk this could result in undue pressure on the more experienced team members, or we may make slower progress against our strategic objectives.	Investment is made in the professional development of Statistics Jersey officers, particularly those who are new to the team and/or statistics. Officers are funded and supported to achieve an MSc in Data Analytics for Government or a similar professional qualification to give them the best foundation for a successful statistical career. Experienced employees take part in continuous professional development in areas such as leadership and project management.	• Six employees took modules in the MSc in Data Analytics for Government. • Three employees also completed the ONS School of National Accounts course in 2024. • Statistics Jersey team members took part in various espresso sessions and other short CPD courses.

RISK

Risk 2: Capacity and capability across the wider statistical system

The roles of data analysts, statisticians, and other data professionals have not been consistently understood across public authorities. This lack of clarity around the roles has led to inconsistencies in recruitment practices, insufficient professional development opportunities, and variable levels of support. As a result, there is a risk to the long-term capacity and capability of the analytical workforce across departments of the Government of Jersey and other public authorities.

ACTIONS/CONTROLS

A cross-government professional development framework has been developed to support the recruitment and career development of analysts and statisticians across public authorities.

This framework maps out the core competencies that data professionals require to achieve the full potential of their role, it encourages transparency around the expectations associated with data related roles and provides a shared language.

In addition, data analysts and statisticians across public authorities are brought together through the Analytics Network to share practice and engage in development (CPD) opportunities.

PROGRESS IN 2024

- In 2024, the professional development framework for analysts and statisticians was launched.
- Government departments began to use the tool for the purposes of recruitment and performance review/objective setting.
- In addition, eight virtual and one in-person meetings of the Analytics Network were held to share knowledge and foster a positive culture for learning and development.

Risk 3: Administrative data sources

Statistics Jersey's strategic direction is to make increasing use of administrative data held by the Government of Jersey to improve the quality, frequency and granularity of the statistics produced. There is a risk that the quality of certain Tier 1 statistics could degrade if the admin data sources being provided cease or are changed.

Data Sharing Agreements between Statistics Jersey and public authorities feature clauses around data quality, placing a requirement on data providers to inform Statistics Jersey if there are issues with data quality or maturity.

In addition, positive relationships with data providers are upheld through formal and informal channels to ensure the continued supply of relevant administrative data and awareness of any potential changes to data supplies.

- In 2024 a review of all data sharing agreements between Statistics Jersey and public authorities was initiated.
- A programme of work has been planned to review and update all DSAs to reflect the law amendments and place a strengthened requirement on data providers to inform Statistics Jersey in advance of any planned changes to admin data sources.

RISK

Risk 4. Outdated methods and systems

If statistical producers do not continuously strive to update/improve statistical methodologies and IT systems to align with evolving international best practice and professional standards, there is a risk that the quality, reliability, and timeliness of statistical outputs could be compromised. This may lead to reduced confidence in statistics among stakeholders across Government, businesses and members of the public.

ACTIONS/CONTROLS

Statistics Jersey needs to keep in touch with evolving international standards for the National Accounts, Standard Industrial Classification etc, and plan to implement them at times appropriate for Jersey.

Statistics Jersey should also keep on top of methodological developments and build networks with statisticians in other jurisdictions, particularly the UK Office for National Statistics.

Statistics Jersey should identify when its statistical systems need updating.

Statistical producers must have access to modern data technologies and systems to enhance automation and data integration capabilities and to improve data collection procedures.

In addition, the Analytics Network provides a forum for sharing best practice across public authorities and allow for new technologies to be demonstrated and for training to be coordinated.

PROGRESS IN 2024

- The Chief Statistician has been added to the UK statistician Heads of Profession network, to keep in touch with UK and International developments.
- In 2024, significant updates were made to the Retail Price Index production systems, which had not been updated for more than 20 years; the RPI production is now on a modern database system.
- The weights for the RPI basket of goods were updated in 2024, to reflect spending patterns from the 2021-22 Living Costs and Household Income Survey.
- Improvements were made to the systems used in the production of population and household projections.

A LOOK AHEAD TO 2025

KEY STREAMS OF WORK

Alongside the business-as-usual production of statistical reports and analyses, Statistics Jersey is progressing several key workstreams in 2025 aimed at enhancing the quality, scope, and efficiency of statistical outputs:

1. Administrative data

Work continues to secure additional administrative datasets and to develop the methodologies and database infrastructure needed to maximise their value. New data sources will support the production of enhanced and expanded statistical outputs on critical topics, including population, earnings, and the labour market.

2. Retail Prices Index (RPI) redevelopment

Building on progress made in 2024, the redevelopment of the RPI system continues. This includes introducing a mobile app for use by price collectors to streamline the data collection process and improve accuracy.

3. Preparation for the Living Costs and Household Income Survey (LCHIS)

Planning is underway for the next iteration of the Living Costs and Household Income Survey, subject to funding as part of the Government Budget. This major survey has been carried out every five years since at least 1998 (apart from during the pandemic) and the last survey was in 2021-22. Preparation activities include updating the spending diary and assessing opportunities to supplement survey questions with administrative data, potentially improving the quality of statistics and reducing the burden on respondents.

4. Jersey Opinion and Lifestyle Survey (JOLS) - 2025 pilot

In 2025, we are piloting a modular version of the Jersey Opinions and Lifestyle Survey (JOLS). This approach involves randomly assigning respondents different versions of the questionnaire, each containing a common set of core questions (including demographics) alongside varied topic-specific modules. This design should enable the inclusion of a wider

range of questions without increasing the burden on individual respondents. The pilot will also assess whether a shorter questionnaire improves response rates, providing valuable insight into future survey design and methodology.

5. Planning for the 2031 Census

The Statistics and Census (Jersey) Law 2018 requires the Chief Statistician to "take a census to gather the data relating to the population of Jersey required ... at whatever interval the Chief Statistician considers appropriate." and "For the purposes of a census, the Chief Statistician must, as often as the Chief Statistician considers appropriate, analyse and link data collected for administrative purposes already in the possession of [Statistics Jersey] or readily obtainable by it."

Planning for a 2031 Census will need to start well in advance and key decisions, including content and funding, will need to be made during the term of the 2026-2030 government. Research will therefore start in autumn 2025 to explore options for the 2031 Census to be able to inform the Common Strategic Policy of the next government. This includes assessing the potential for uses of administrative data to complement traditional census questions.

The UK Statistics Authority has recently recommended that the UK Government commissions the Office for National Statistics to deliver a census of England and Wales in 2031. The Chair of the UK Statistics Authority stated that "We believe that delivering a high-quality census for England and Wales in 2031 while further developing population estimates based on administrative data is the best way to serve the public good."

A LOOK AHEAD TO 2025

KEY PRIORITIES FOR 2025

Statistics Jersey has the following key priorities in 2025:

1. Timely publication of statistics

Ensure all statistical reports are published on time in accordance with the official release calendar.

2. Implement amendments to the Statistics and Census (Jersey) Law 2018

- Secure a short-term resource to support implementation of the Law.
- Facilitate the induction process for the new Chair and members of the Statistics Council.
- Publish an updated Code of Practice for Tier 1 Statistics, incorporating feedback from the JSS and the Statistics Council.
- Support the Chief Minister to lodge the inaugural Chief Statistician's Annual Report for 2024 with the States Assembly.
- Assist the Chief Minister in lodging the initial list of Tier 1 statistics with the States Assembly, informed by the Statistics Council's recommendations.
- Establish the Jersey Statistical System Statistical Producers Group.

3. Deliver an agreed program of statistical development

Deliver planned developments to the Retail Price Index and LCHIS to ensure alignment with professional standards and improve the quality and timeliness of statistical outputs.

4. Invest in people and culture

Respond to employee feedback (e.g. from the Be Heard survey) and prioritise initiatives that support team development, strengthen organisational culture, and enhance professional development of all Statistics Jersey team members.

ACCOUNTABILITY REPORT



ACCOUNTABILITY REPORT

GOVERNANCE ROLES AND RESPONSIBILITIES

THE CHIEF STATISTICIAN

In 2024, the Chief Statistician provided critical leadership to Statistics Jersey, overseeing operations, ensuring statistical quality, and guiding methodological development. Although not formally designated as an Accountable Officer during this period, the Chief Statistician was responsible for upholding the integrity, objectivity, and professional standards of official statistics.

Key responsibilities during 2024 included:

- Determining appropriate statistical methodologies
- Authorising the release of statistical publication
- Ensuring compliance with international standards and maintaining public trust in the independence of Jersey's statistics

These responsibilities were carried out in accordance with the Jersey Code of Practice for Statistics and the Jersey Code of Practice for Official Statistics.

During 2024, governance and financial oversight of Statistics Jersey remained under the remit of the Cabinet Office.

The 2025 amendments to the Statistics and Census (Jersey) Law 2018 strengthen the institutional independence of Statistics Jersey. The Chief Statistician was formally established as a **Corporation Sole**, gaining legal authority to enter contracts and assume direct responsibilities under the Law. This shift marked a transition from professional leadership to formal legal accountability.

The amended Law enshrines the professional independence of the Chief Statistician, stating:

- The Chief Statistician must not be directed on how any of the Chief Statistician's functions are to be carried out.

- The States must respect, uphold and defend the independence of the Chief Statistician.

With these legal protections, the Chief Statistician now holds:

- Strategic and operational autonomy, including oversight of risk
- Responsibility for preparing and publishing an Annual Report to the States Assembly
- A duty to produce an output plan for Statistics Jersey that aligns with Government's Common Strategic Policy while maintaining independence in statistical matters
- Responsibility for delivering a five-year strategy for the Jersey Statistical System

2025 represents a transition year as Statistics Jersey adapts to its enhanced governance framework.

STATISTICS USERS GROUP (SUG)

Throughout 2024, the Statistics Users Group served as the independent statutory body overseeing the quality, relevance, and impartiality of statistics produced by public authorities in Jersey. Established under the original 2018 legislation, SUG's purpose was to ensure that official statistics were produced free from political interference and were responsive to user needs.

SUG's statutory functions included:

- Reviewing and advising on public authority statistics regarding methodology, confidentiality, relevance, and dissemination
- Promoting best practices and standards for official statistics

- Making recommendations to the Chief Minister on statistical matters
- Publishing a code of practice, annual release schedule, and five-year programmes of statistical work

Activities in 2024:

User Engagement Survey: In June 2024, SUG gathered feedback to better understand the needs and experiences of statistics users in Jersey. Key findings included:

- 89% of respondents valued political independence in the production of statistics
- 74% trusted Statistics Jersey outputs, compared to 50% who trusted statistics produced by other public authorities
- 66% felt statistics met their needs, though only 50% found them easy to locate
- The most accessed statistics included those related to inflation (RPI), housing, employment, and population

Respondents to the User Engagement Survey were also invited to suggest additional statistics they would like to see produced or published in the future. Upon review, many of the requested topics were found to be already covered in Statistics Jersey's or other public authorities scheduled publications.



PICTURED: SUG presentation, details provided under 'Additional Statistics'

ADDITIONAL STATISTICS

Statistics users in the past year were asked: ***"Are there any additional statistics you would like to be produced or made available to the general public?"***

There were a small number of comments with a wide variety of suggestions, including:

- **Population statistics:** insights on the "brain drain" and/or emigration of younger aged residents; birth rates including demographic status of birth mothers.
- **Housing statistics:** to better understand changes in prices, especially in the private rental sector (e.g. number of properties owned by private landlords); on the time it takes for planning decisions; government spend on public housing.
- **Cost of living:** how this compares (e.g. to the UK); on changes in fuel prices.
- **Poverty & Welfare:** demographic data on who needs / is receiving benefits; measures of deprivation, such as use of food banks.
- **Employment:** workforce projections by sector; economic contribution of those 60+ (including voluntary roles); gender pay gap.
- **Government of Jersey:** tax burden on individuals (e.g. tax paid at different income levels); more detail on government spending, including amount spent on consultants, on the recruitment and retention of civil servants, and public expenditure by parish.
- **Environmental statistics:** Carbon emissions, more data on travel, including reasons why travel off-island; on land use and selected farming statistics.
- **Consumer behaviour and preferences:** to provide insights that would help businesses

ACCOUNTABILITY REPORT

GOVERNANCE ROLES AND RESPONSIBILITIES

providing retail, leisure, and hospitality services.

- **Health statistics:** projections on the demand for health and social care; on selected topics including cancer, mental health, eating disorders, uptake of dental services, and sexual health
- **Criminal justice:** including demographic profile of offenders, and reoffending rates of those released from prison.
- **Legislative Consultation:** SUG also contributed to consultations on the draft 2024 Law amendments.

STATISTICS COUNCIL

The 2025 legislative amendments establish the **Statistics Council** as the new independent oversight body for statistics. Recruitment to the Council began in early 2025, and once operational, it will represent the interests of statistics users and advise on the integrity and utility of Tier 1 statistics.

Statutory responsibilities of the Council include:

- Advising public authorities on the production and use of statistics
- Providing guidance specifically on Tier 1 statistics
- Raising and publishing concerns about data quality and reliability
- Acting as a forum for public and stakeholder engagement
- Consulting on the output plan, and annual report of Statistics Jersey and the strategy for the Jersey Statistical System

- Advising on the appointment of the Chief Statistician

The Statistics Council will report on its operations in its 2025 Annual Report.

ACCOUNTABLE OFFICER

The Chief Officer of the Cabinet Office served as the Accountable Officer for Statistics Jersey during 2024. The Accountable Officer is responsible for providing the Government with assurance as to the performance of Statistics Jersey and for demonstrating the relationship between the operations of Statistics Jersey and the objectives of the Government of Jersey.

Appointed under the Public Finances (Jersey) Law 2019, the Accountable Officer is responsible for ensuring that public funds are used appropriately, and that Statistics Jersey delivers value for money.

Following the legislative amendments which came into force in 2025, the Chief Officer for the Cabinet Office will continue during 2025 to be the Accountable Officer for Statistics Jersey.

In 2025, the formal Scheme of Delegation, which defines how financial management responsibilities are delegated from the Accountable Officer to the Chief Statistician, will be reviewed.

FRAMEWORK AGREEMENT

In 2025, a Framework Agreement will be developed to formalise the relationship between Statistics Jersey and the Cabinet Office following the legislative changes. This agreement will clearly define:

- The responsibilities of the Chief Minister in ensuring Statistics Jersey receives the necessary resources, services, and support to operate effectively

- Statistics Jersey's duty to demonstrate accountability to both the Government and the people of Jersey
- The four core principles that underpin the partnership between Statistics Jersey and the Cabinet Office: **Purpose, Assurance, Value, and Engagement**

This agreement will serve as a foundation for a transparent, accountable, and collaborative working relationship. The accountability arrangements, set out in the agreement, will reflect the independence of Statistics Jersey, whilst maintaining the requirement for Statistics Jersey to be accountable for the appropriate uses of public funding.



FINANCE REPORT

FINANCE OVERVIEW

Statistics Jersey's finances are governed by the Public Finances Manual and Public Finances (Jersey) Law 2019. Its budget is included in the Government Budget and its income and expenditure is included within the Government of Jersey Annual Report and Accounts for 2024. During 2024, Statistics Jersey's finances were subject to the review and scrutiny of the Accountable Officer, the Chief Officer of the Cabinet Office.

Although legislative reforms have granted Statistics Jersey greater independence, the Government of Jersey will continue to provide core financial management support, including access to financial systems and participation in monthly budget holder reviews. These arrangements will be governed by the new Framework Agreement outlining the Government's ongoing support to Statistics Jersey's operations.

Following, the legislative amendments, the Accountable Officer will continue to provide a role in the oversight and scrutiny of Statistics Jersey's finances, agreeing income forecasts and the expenditure budget with the Chief Statistician at the beginning of each financial year.

INCOME

While Statistics Jersey is permitted to generate income through external data collection and analysis projects, capacity to undertake activities outside of its core outputs and development work remains limited. In 2024, the organisation generated £5,000 in income for carrying out the Telecoms Survey for the Jersey Competition Regulatory Authority.

EXPENDITURE

Expenditure by Statistics Jersey consists primarily of:

- Pay costs, including employee salaries and pension contributions
- Non-pay costs, including professional services, training, and other operational expenses

In 2024, 87% of Statistics Jersey's expenditure was attributed to employee costs. The remainder covered items such as:

- Printing and postal costs for business and household surveys such as the Annual Business Survey, the Annual Earnings Survey and the Jersey Opinion and Lifestyle Survey
- Travel, accommodation and education costs for team members participating in professional training, particularly those undertaking modules in the MSc in Data Analytics for Government at the University of Southampton
- Small amounts of consultancy support, for instance to develop e-learning modules and the new Statistics Jersey website

Statistics Jersey's financial data is compiled by Finance Business Partners within the Treasury and Exchequer Department. The summary below has been prepared for inclusion in this report and aligns with the figures reported in the Government of Jersey's Annual Report and Accounts for 2024.

STATEMENT OF COMPREHENSIVE NET EXPENDITURE

Statement of comprehensive net expenditure	2024 Budget £'000	2024 Actual £'000	2024 Variance £'000
REVENUE			
Earned through operations		5	5
TOTAL REVENUE	-	5	5
EXPENDITURE			
Staff Costs	1,605	1,504	101
Other operating expanses	346	233	113
TOTAL EXPENDITURE	1,951	1,737	214
Operating net revenue/expenditure/(income)	1,951	1,732	219

In 2024, Statistics Jersey recorded a total net expenditure of £1.732 million, representing an underspend of £219,000 against its approved budget. This variance was driven by lower-than-expected costs across both employee and general operational expenses.

The underspend on employee costs (£101,000) was primarily due to unfilled vacancies, as the organisation faced budgetary constraints in 2025 onwards that limited its ability to recruit during 2024. Similarly, a cautious approach to non-essential spending resulted in an underspend of £113,000 on other operating expenses.

EMPLOYEE REPORT

EMPLOYMENT STRUCTURE

Throughout 2024, all Statistics Jersey officers were employed by the States Employment Board (SEB) in accordance with the Employment of States of Jersey Employees (Jersey) Law 2005. All Statistics Jersey employees continue to be employed as civil servants and are subject to the same terms, conditions, and employment policies as all public sector employees. This includes adherence to Government of Jersey values, employment frameworks, and civil service codes of conduct.

PAY SCALES AND REMUNERATION

All Statistics Jersey employees are remunerated according to the Government of Jersey Civil Service pay scales, which are transparent, regularly reviewed, and role based. Employee benefits include pension contributions, annual leave, access to training and development programmes, and progression through pay scales based on performance and promotion opportunities.

As at the end of 2024, Statistics Jersey consisted of the Chief Statistician, three Principal Statisticians and 13 other permanent employees. One additional employee was employed on a fixed term contract. Pay grades for permanent employees ranged from Civil Service Grade 7 to Tier 2. The Chief Statistician is employed at Tier 2, which in 2024 corresponded to a salary range of £115,800 to £161,000.

The total staff cost for Statistics Jersey for 2024 was £1,504,000. The highest-paid permanent employee (including the Chief Statistician) earned 2.8 times the salary of the lowest-paid permanent employee.

GENDER BALANCE

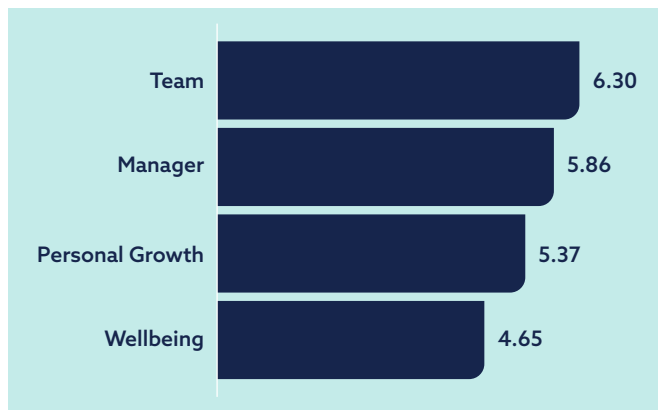
Statistics Jersey had a 50:50 gender balance at the end of 2024, comprising nine female and nine male employees, including the Chief Statistician. At the most senior level (Grade 14 and above), the gender balance was also equal.

EMPLOYEE ENGAGEMENT AND WELLBEING

Employees at Statistics Jersey benefit from access to Government of Jersey wellbeing services, including Occupational Health, Employee Assistance Programme (EAP), and health surveillance initiatives. Employees also participate in community engagement activities such as the Swimarathon and other social and volunteering events aimed at bolstering wellbeing and supporting local charities.

Since 2020, Statistics Jersey has participated in the 'BeHeard' staff engagement survey or pulse surveys on an annual basis. In 2024, the team achieved:

- 1-star (very good) overall team rating
- High scores for management, team cohesion and opportunities for personal growth
- A score of 4.7 out of 7 for employee wellbeing, with employees citing issues with workload pressure



Factors of employee engagement on a scale of 1 to 7

In response, the leadership team has taken steps to address employee wellbeing, including better aligning team capacity with work commitments, involving employees in project planning, and better pacing professional development activities, particularly for those employees pursuing an MSc in Data Analytics for Government.

USE OF CONTRACTORS AND CONSULTANTS

Statistics Jersey engages expert contractors and consultants when specialist skills or independent perspectives are needed to support projects outside of its core functions. Examples include the development of the Island Outcome Indicators dashboard and the RPI price collecting app.

All use of contractors and consultants aligns with Government of Jersey guidelines. Engagements are only considered where:

- Required skills are not available in-house
- The work lies outside Statistics Jersey's core functions
- An independent viewpoint is essential
- External input offers a cost-effective, efficient solution for temporary or specialist needs

In 2024, total expenditure on consultants and outsourced service solutions was £41,600. Around half of this was allocated to cost-effective freelance statistical services to support ad-hoc project delivery. The remainder was invested in specialist consultancy and development work, including the creation of data analyst job families; enhancement of the Island Output Indicators dashboard; and development of an RPI price collection app.

These targeted engagements enabled Statistics Jersey to deliver key objectives efficiently while maintaining focus on its core outputs.

SUSTAINABILITY REPORT

Statistics Jersey plays an important role in helping the Government of Jersey to reach its long-term goals. Government’s long-term vision for sustainable wellbeing is set out in ‘Future Jersey’, which describes what Islanders want Jersey to be like in 2037. The **Island Outcome Indicators** are a set of measures that show how Jersey is progressing towards its goals. In 2024, Statistics Jersey worked with colleagues in Government to choose more appropriate indicators that better align to the vision set out in Future Jersey.

SUSTAINABLE WELLBEING

Jersey is one of a small number of jurisdictions that have enshrined into law a requirement to consider sustainable wellbeing in Government decision making. Under the Public Finances (Jersey) Law 2019, the Council of Ministers must take into account the **sustainable wellbeing** of Jersey inhabitants over successive generations in preparing the Government Plan/Budget.

Sustainable wellbeing is about improving the wellbeing of Jersey over the long-term in three main areas: the community, economy and

environment. Island Outcomes are therefore shaped under these three pillars.

Statistics Jersey helps the Government of Jersey work toward its sustainable wellbeing goals through:

- Advising on suitable measures to include in the ‘Island Outcome Indicators’
- Collating and reporting on these indicators
- Supplying data to support the calculation of outcome indicators through statistical reports and surveys



TRANSPORT AND CARBON EMISSIONS

Statistics Jersey maintains a low environmental footprint. The organisation does not own or lease vehicles, and employee travel is minimal. Most meetings are conducted online or held in central locations accessible on foot, with many employees using active transport for commuting.

While Statistics Jersey has explored the feasibility of tracking active transport use, the absence of baseline data and challenges in monitoring daily journeys have made this impractical for now.

Statistics Jersey's primary source of carbon emissions stems from air travel for professional training based in the UK. In 2024, six employees attended MSc modules at the University of Southampton. These five-day, in-person courses are not currently available online, making air travel unavoidable. This is unlikely to change over the short to medium term.

To improve transparency and accountability, Statistics Jersey will begin tracking air travel emissions using the International Civil Aviation Organization's (ICAO) Carbon Emissions Calculator.



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