

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY M.R. HIGGINS OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 4th DECEMBER 2012**

**Question**

Will the Chief Minister list by Department –

- (a) the job losses since the start of the Comprehensive Spending Review (CSR) process giving date, job, title, pay grade, transformation fund allocation to facilitate the loss of the position;
- (b) the jobs which have been created in each of those Departments since the start of the CSR process giving date, job title, pay grade and any non-monetary assistance to recruit these personnel; and,
- (c) figures for the overall change in job count since the start of CSR?

**Answer**

- a) A total of 123.5 full time equivalent (FTE) posts have been lost since the start of the Comprehensive Spending review in January 2011. The post losses over Departments are summarised in Table A together with the funding from both the Restructuring Provision and the original £6 million approved for the Voluntary Redundancy Scheme in late 2010. This information has been summarised by paygroup to ensure that individual employees cannot be identified from the data.
- b) The States of Jersey operates within agreed budgets that are ratified within the Departmental Business Planning process. Variations to Departmental budgets are approved by Ministerial Decision, subject to a clear business case.

A total of 156.2 FTE new jobs have been created since the start of the CSR process in January 2011. Table A lists new posts by Department and Pay group, post titles and grades have not been included to ensure that individual employees cannot be identified from the data. New positions created as a result of internal restructuring have not been included within this table.

Explicit recruitment and relocation expense policies determine the amount that may be reclaimed by new recruits from outside of the island, no other non-monetary assistance is given to any new recruit.

**TABLE A**

Departments	CSR POSTS LOST 2011-2012								Restructuring Fund £
	Civil Servants	Manual Workers	Teachers/ Lecturers	Youth Workers	Health	Prison	Police	TOTAL	
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	
Chief Minister	2.8							2.8	
Economic Development	1.0							1.0	
Education, Sport and Culture	5.0	1.6	3.3	1.0				10.9	
Environment	4.0							4.0	
Health and Social Services	20.6	13.0			5.8			39.3	
Home Affairs	6.0	3.0				3.0	3.3	15.3	
Housing	4.8	1.0						5.8	
Transport and Technical Services	2.0	14.0						16.0	
Treasury and Resources	21.2							21.2	
Non Ministerial States Funded	5.2							5.2	
States Assembly and its Services	2.0							2.0	
<b>TOTAL</b>	<b>74.6</b>	<b>32.6</b>	<b>3.3</b>	<b>1.0</b>	<b>5.8</b>	<b>3.0</b>	<b>3.3</b>	<b>123.5</b>	<b>£6,771,296</b>

**Departments****POSTS CREATED 2011-2012**

Departments	Civil Servants	Manual Workers	Teachers/ Lecturers	Youth Workers	Health	Prison	Police	TOTAL
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
	Chief Minister	4.0						
Education, Sport and Culture	5.2		19.1					24.3
Health and Social Services					87.4			87.4
Home Affairs	7.0							7.0
Housing	2.0							2.0
Social Security	13.0							13.0
Treasury and Resources	12.5							12.5
Non Ministerial States Funded	6.0							6.0
<b>Total</b>	<b>50.7</b>	<b>0.0</b>	<b>19.1</b>	<b>0.0</b>	<b>87.4</b>	<b>0.0</b>	<b>0.0</b>	<b>156.2</b>

- c) Since 31 December 2010 the number of public employees deployed has increased by a NET amount of 54.33 Full Time Equivalent staff (FTE). This total has been affected by growth agreed within Departmental business plans, and includes increases within the Health and Social Services Department in connection with the Williamson Report and additional Nursing Roles.

Other significant increases relate to the provision of lunchtime supervision and additional vocational training within Education Sport and Culture, and the “back to work initiative” in the Social Security Department.

This data includes all staff currently employed including those on fixed term contracts who may be working on a specific project, or covering the absence of a permanent employee, for example covering a period of Maternity Leave.

**TABLE B**

	<b>31 December 2010 Actual FTE</b>	<b>31 December 2011 Actual FTE</b>	<b>31 October 2012 Actual FTE</b>	<b>Difference 31 December 2010 / 31 October 2012</b>
<b>Total</b>	<b>6002.9</b>	<b>5968.0</b>	<b>6057.2</b>	<b>54.3</b>

NB : *This data relates to actual FTE deployed and includes temporary staff employed on fixed term contracts but excludes vacant posts, Zero hours and "Bank" staff*