

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 1st MAY 2012**

Question

Will the Chief Minister inform members how many States employees, by department, are currently employed on temporary contracts and how many of these are employed on 'zero-hours' contracts?

Will he further inform members of the reasons given by departments for the levels of temporary employment revealed and in particular of the justification for the use of 'zero-hours' contracts?

Does the Chief Minister condemn the use of 'zero-hours' contracts in both the public and private sectors and, if so, will he agree to work with his Minister for Social Security to eliminate their use?

Answer

Temporary fixed term contracts of employment are used to cover various operational requirements such as:

- To cover a permanent member of staff who is absent because of a period of sickness, maternity, or special leave;
- To cover seasonal resourcing requirements – ie the requirement does not exist at another time;
- Due to the fluctuation of pupil numbers and demographics within schools and colleges;

Temporary Fixed Term Contract Employees as at 31.03.2012	
Department	
Chief Minister's Department	18
Department of the Environment	1
Economic Development	1
Education, Sport & Culture	120
Health & Social Services	98
Home Affairs	7
Housing	3
Jersey Airport	4
Jersey Car Parks	2
Jersey Harbours	3
Non Ministerial States Funded	12
Social Security	2
Transport and Technical Services	5
Treasury and Resources	7
Grand Total	283

States of Jersey Zero Hour Employees paid during the month ending 31.03.2012

Department	
Chief Minister's Department	2
Education, Sport & Culture	582
Health & Social Services	545
Home Affairs	17
Department of the Environment	3
Social Security	2
Transport and Technical Services	1
Non Ministerial States Funded	3
Jersey Airport	2
Grand Total	1157

Within the States of Jersey, Zero Hour contracts meet the organisation's need to provide a flexible pool of labour where additional work is required. Generally zero hour contracts are used to cover ad-hoc short term absence and to provide additional employees to meet other unforeseen demands. For example within Education Sport and Culture zero hour contracts are used to employ Supply Teachers, Lecturers, Teaching assistants, cleaning and caretaking staff to cover absence due to training courses, sick leave, or short term vacancies. Similarly within Health and Social Services zero hour contracts are issued to Bank Nurses and Health Care Assistants. Within the Home Affairs Department Tutors, Administrative support staff and Translators are also employed on a Zero hour contract basis.

The appropriate use of Zero Hour contracts in both the private and public sectors are essential and have the benefit of offering flexible working opportunities that employees appreciate.