

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY L.V. FELTHAM OF ST. HELIER CENTRAL  
QUESTION SUBMITTED ON MONDAY 26<sup>th</sup> SEPTEMBER 2022  
ANSWER TO BE TABLED ON MONDAY 3<sup>rd</sup> OCTOBER 2022**

**Question**

With reference to her media statement on Friday 23<sup>rd</sup> September 2022 in relation Government productivity, will the Chair –

- (a) outline what methodology will be used to determine how existing resources will be deployed towards key priorities;
- (b) clarify if such measures will include redeployment of existing staff into different areas of work and/or lead to further organisational change;
- (c) clarify whether it is the intention to fill current vacant posts within the public sector and if any type of recruitment freeze is under consideration or in operation;
- (d) outline what areas of the public sector are currently overstaffed and by what measure; and
- (e) outline what areas of the public sector are currently understaffed and by what measure

**Answer**

The Government Plan for 2023-26, which will be published on 4<sup>th</sup> October, provides £61 million of further investment in our essential public services – including £20.4 million additional health funding, £16.5 million for children, young people and education, and additional resources for our fire, ambulance and police services. The Government will continue to support key frontline services in order to improve outcomes for Islanders.

With Government spending continuing to increase to deliver services, Ministers consider it important to ensure that taxpayer's money is being spent prudently and on the priorities of Islanders. The Government Plan therefore includes a Value for Money Review commencing in 2023, so that public spending is focused, and re-focused where necessary, where it is needed most, delivering productivity improvements.

It is important for any organisation or Government to regularly reflect on how and where it is spending money, and the way its services are delivered. That will be the core intention behind the Government's Value for Money Review. Ensuring that we are achieving value for money for the public may result in changed and simplified processes, which will be led by our staff, and identifying new ways of working on behalf of Islanders.

Given current staff shortages in services including health, education and social work, there is no mandatory recruitment freeze in place at present, and such a recruitment freeze is not under consideration.

The SEB is focussing on the development of workforce plans to better prepare the public service, including the right level of resources and staffing required for the future.