WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD BY DEPUTY M.B. ANDREWS OF ST. HELIER NORTH QUESTION SUBMITTED ON MONDAY 12th JUNE 2023 ANSWER TO BE TABLED ON MONDAY 19th JUNE 2023

Question

"Further to the response to <u>Written Question 159/2022</u>, will the Chair advise how many States of Jersey employees left the organisation in each of -

- (a) 2022 Quarter 3;
- (b) 2022 Quarter 4; and
- (c) 2023 Quarter 1?"

Answer

A detailed leavers analysis is attached at Appendix A.

We have applied disclosure controls to minimise the risk of disclosure of sensitive personal information, whilst maximising the utility of that data. The more detailed the breakdowns within a table, the greater the disclosure risk. Accordingly:

- The answer shows values of 1, 2, and 3 as < 3
- Reasons for leaving with a total below a threshold of 20 in any period have been aggregated into a column entitled "other" (while showing for each other category the total across government)

This presentation better accounts for the protection of personal data by minimising the ability to impute an individual's identity, and the requirements of the Code of Practice for Statistics Code of Practice for Statistics 2019.pdf (gov.je) which includes "T6.4 Organisations should be transparent and accountable about the procedures used to protect personal data when preparing the statistics and data, including the choices made in balancing competing interests. Appropriate disclosure control methods should be applied before releasing statistics and data."

We have followed the previously applied methodology which was reviewed and approved by The Chief Statistician (WQ159-2022). Please note that this data may differ with other leaver reporting provided in previous information requests as a result of ongoing data cleanse work being carried out by the organisation.

APPENDIX A Quarter 3 - 2022

															Other Reasons										
		Career			Personal		Better	Better pay					Job		Non return			Other	Resign Prior		Unsuccessfu	Voluntary			
Department / Directorate	Grand Total		End of	Leaving	Reasons -	Retirement	Career	and/or	Conversion	Death	Health	III Health	dissatisfacti	Mutual	from	Non starter	Organisation	Employment		Resignation		Early	Voluntary		
beparanent / birestorate	orana rotar	in Jersey	Contract	Jersey	Not Work	inclusion concent	Prospects	benefits		Death	Reasons	Retirement	on	agreement	parental	non our co	al Change	in Jersey	Action	ricorgination		Retirement	Redundancy		
Chief Operating Office	1		3			5 <3	Troopcolo	benento					un		purciriur			in ocrocy	7101017		period	rearement			
Modernisation and Digital		7		<																					
People and Corporate Services		7 <3	3 3																				<u> </u>		
Children, Young People, Edu & Skills	8																								
Children's Services		5 <3			-	3																	1		
Education	7			1 9	9 1																		1		
Public Libraries	<			<																					
Young People, Further Ed, Skills & Learn		7 <3	3 3			<																			
Customer and Local Services	1	3 4	4	<	3 <	3																	4		
Customer Operations		5 <3	3		<	3																			
Customer Services		8 <3		s <																					
Department for the Economy		4 <3	3	<	3	<3																			
(blank)		4 <3	3	<	3	1																			
Department of External Relations	<	3		<	3																				
(blank)	<	3		<	3																				
Health and Community Services	5	7 <3	3 17	1 1	7	6 9																			
Health Modernisation		9			<	3 <3																			
Hospital and Community Services	4	4 <3	3 14	1 7	7 4	4 6																			
Medical Director	<		<																						
(blank)		3	<	8																					
Infrastructure and Environment	1	7 <3	3 6	<	3 <	3 <3																			
(blank)	<	3		<		<																			
Natural Environment		4	Image: A start of the start																						
Operations and Transport		7 <3	3 3	3	<	3 <3																			
Property and Special Projects	<				<	3																			
Regulation	<		<																						
Sport	<		<	1																					
Justice and Home Affairs	2		3 4	<	-																				
(blank)	<				<	3																			
Ambulance	<		0	-	3																				
Combined Control Room	<		4	3										ļ									L		
Customs and Immigration	<					<3								ļ											
Fire and Rescue	<																								
Health and Safety Inspectorate	<		-		<	3 <3					1							-	-				+		
Office of Superintendent Registrar	<			-		<												-							
Police	1		,	<	3 <	3 <3																			
Prison	<	3	<			L																			
Non-executives and legislature		7	<		<	3 <3																			
Estab. of H.E. Lt. Governor		3	<	5			L																+		
Judicial Greffe	<					+	L											+					+		
Law Officers' Department	<		<			+	l											+					+		
Probation Service	<																	+					+		
States Greffe	<		-		<	5												+					+		
Viscount's Department	<					<																			
Office of the Chief Executive	<	4 <3 3 <3		<	3																				
(blank) Communications	<			<	2	+					+							+					+		
Strategic Policy, Planning and Performan (blank)			, 6			,																			
	<					+												+					+		
Arm's Length Bodies Covid Vaccination Programme	1		-																				+		
Executive and Governance			C	4 S	3	1																	+		
(blank)	<																						+		
(dank) Treasury and Exchequer	1		3																						
(blank)	<		,			3																			
Commercial Services	<		+	<	2	+												+					+		
FBP & Analytics & Management Information			+			+								l				+					+		
FBP & Analytics & Management Information Finance Hub						+												+					+		
Revenue Jersey	<				3													+					+		
Strategic Finance		4 3 3 3			-	4 4					<u> </u>							+	<u> </u>				+		
Grand Total	25			33	3 4	5	<	15	4		4	<			3	4	<		3	4	<				
orand Total	20	5 32	ະ ວວ	33	5 4	30	<3	10	4	6	4	<3	э	3	4	4	4	4	4	4	4	4			

Quarter 4 - 2022

							Other Reasons														
Department / Directorate	Grand Total	Career Development in Jersey	t End of Contract	Leaving Jersey	Personal Reasons - Not Work	Better pay and/or benefits	Compulsory Redundancy	Conversion	Death	Dismissal - Misconduct	Dismissal - SOAR	Health Reasons	III Health Retirement	Job dissatisfactio n	Local Restructure	Mutual agreement	Non return from parental leave	Non starter	Retirement	Unsuccessful probation period	l Voluntary Early Retirement
Chief Operating Office			3 <		ও <																
Modernisation and Digital		4			< <	3															
People and Corporate Services				3																	
(blank)	<	3 <	3																		
Children, Young People, Edu & Skill	1 4	5	9	7	6	9															
CAMHS	<	3	<	3																	
Children's Services		7	<	3	< <	3															
Education	3	1	9 <	3	<	7															
Public Libraries	<	3			<	3															
Young People, Further Ed, Skills & Le	8	5	<	3	<																
Customer and Local Services		7 <	3 <	<3	<	3															
Customer Operations		4	<	3	<	3															
Customer Services	<	3 <	3																		1
Health and Community Services	5	0	6	8	9	8															
Health Modernisation	1		3 <	3	<	3															
Hospital and Community Services	3		3	6	9	5		1			1				1						1
Medical Director	<			3		1					1				1						
(blank)	<				<	3	1	1	1		1	1		1	1		1		1		1
Infrastructure and Environment			3 <	3	<3 <	-															
(blank)	<			3	~																
Operations and Transport		7		-	3 <	2															+
Property and Special Projects	<	3 <		~	~ `																+
Regulation	<		3							+											+
Sport		4		-	3 <																+
Justice and Home Affairs		-	4		3	5 4															
(blank)	<		3		S	4															
			3	-	a a		-			-											
Ambulance	<		3		~ ~	3															<u> </u>
Customs and Immigration	<		-	_	_		-			-	-		-								
Emergency Services Control Centre	<		3	_			-			-	-								-		
Health and Safety Inspectorate	<	3		_		_															<u> </u>
Police Prison	<	1	_		3 <	3				-											
				-	-	-															
Non-executives and legislature	1		-	<3	5 <	3															
(blank)	<			3																	
Bailiff's Chambers	<		3	_																	<u> </u>
Estab. of H.E. Lt. Governor	<				<3																
Judicial Greffe	<		_		-									-							+
Law Officers' Department			3		< <	3															+
Probation Service	<		-		<3																<u> </u>
States Greffe	<	-	-	3	<	3															
Office of the Chief Executive			3		<3																
Chief of Staff	<				3																
Communications	<		3																		
Strategic Policy, Planning and Perfo	J 2				<> <	3															
(blank)			3 <	3	< <	3															
Arm's Length Bodies	<		<	3	< <	3															
Covid Vaccination Programme	1		3	9	<	3															
Public Health	<																				
Strategy and Innovation	<	3																			
Treasury and Exchequer		5 <	3		<3																
(blank)	<				<3																
Commercial Services	<					1	1	1	1		1	1		1	1		1		1		1
Finance Hub	<		3		<	1	1	1	1	1	1	1		1	1		1		1		1
Revenue Jersey	<		-		-	1	1		1	1	1	1					1		1		t
Grand Total	18		3 3	34	32 3	2 1	1 <3	<		3 <3	<	3 <	2	1 <	<		1 <3	-	3 1	5 <	(
onand-rotal	10	، ۲			02 J																

Quarter 1 - 2023

													Other	Reasons							
Department / Directorate	Grand Total	Career Development in Jersey	End of Contract	Leaving Jersey	Personal Reasons - Not Work Related		Compulsory Redundancy	Conversion	Death	Dismissal - Attendance	Dismissal - Misconduct	Dismissal - SOAR	Health Reasons	III Health Retirement	Job dissatisfactio n	Mutual agreement	Non return - parental leave	Resign Prior To Formal Action	Retirement	Unsuccessful probation period	l Voluntary Early Retirement
Chief Operating Office	11	<3	•	<	3																
(blank)	<	<	8																		
Modernisation and Digital	6	<3	8	<	8																
People and Corporate Services	3	<3	3		<	5															
Children, Young People, Edu & Skills	58	9		4 7	7 16																
CAMHS	<3	<3	8																		
Children's Services	8		<	3	<	1															
Education	39	<3	<	3 7	11																
Integrated S and Commissioning	<																				
Public Libraries	<				<	5															
Young People, Further Ed, Skills & Learn	6	<3	1		<	1															
Customer and Local Services	7	<	<	3	<																
Customer Operations	5																				
Customer Services	2			3	<	5															1
Department for the Economy	<3																				
(blank)	<3																				
Department of External Relations	<			<																	
(blank)	<3			<																	
Health and Community Services	64		1		8 9																
Chief Nurse	<3		<	3																	
Health Modernisation	14			4 <3	4																
Hospital and Community Services	41			7 6	4																
Medical Director	5		<	3 3																	+
(blank)	3			3		, 															+
Infrastructure and Environment	17			3 <																	
Natural Environment	<3			3																	
Office of the Director General	3			~	0																+
Operations and Transport	9																				
Property and Special Projects	3			<																	+
Regulation	3																				
Sport	3																				
Justice and Home Affairs	17			3 4																	
Business Support	3																				
Emergency Services Control Centre	3			3	-									-							+
Police	6			4			-							-					-		
Prison	8		4			,								-							
Non-executives and legislature	5			3																	
Judicial Greffe	3																				
Probation Service	3			+	+	1	1			+	1		1	+	<u> </u>	1	1	l	1	+	+
States Greffe	3			<										+						+	+
Viscount's Department	3							-												-	+
			2	4 <																	
Strategic Policy, Planning and Performance	31			4 < 3																	
(blank)	<3				-	1		-	-	-				-	-	-	-	-	-	-	+
Covid Vaccination Programme			2	3																	+
Official Analyst	0			-	<									+							+
Public Policy	3			4	-									-						-	+
Strategy and Innovation	<3																				
Treasury and Exchequer	10		<	3	4																
Commercial Services	3			-	4															-	
FBP & Analytics & Management Information	3		<	3	4																
Finance Hub	<3																				
Revenue Jersey	<3				<	3															
Strategic Finance	<3			3																	
Grand Total	222	21	5	2 25	j 42	11	\$	♥		3	\$	Δ		7 5	6	1	4 <3	Δ	18	3	6 <