

**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 [Written Question 159/2022](#), 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.



Quarter 4 - 2022

Department / Directorate	Grand Total	Career Development in Jersey	End of Contract	Leaving Jersey	Personal Reasons - Not Work	Other Reasons															
						Better pay and/or benefits	Compulsory Redundancy	Conversion	Death	Dismissal - Misconduct	Dismissal - SOAR	Health Reasons	Ill Health Retirement	Job dissatisfaction	Local Restructure	Mutual agreement	Non return from parental leave	Non starter	Retirement	Unsuccessful probation period	Voluntary Early Retirement
<b>Chief Operating Office</b>	10	<3	<3	<3	<3																
Modernisation and Digital	4																				
People and Corporate Services (blank)	5	<3	<3																		
<b>Children, Young People, Edu &amp; Skill</b>	45	9	7	6	9																
CAMHS	<3																				
Children's Services	7																				
Education	31	9																			
Public Libraries	<3																				
Young People, Further Ed, Skills & Le	5																				
<b>Customer and Local Services</b>	7	<3	<3																		
Customer Operations	4																				
Customer Services	<3	<3	<3																		
<b>Health and Community Services</b>	50	6	8	9	8																
Health Modernisation	10	<3																			
Hospital and Community Services	36	<3	6	9	6																
Medical Director (blank)	<3	<3	<3																		
<b>Infrastructure and Environment</b>	16	<3	<3	<3	<3																
(blank)	<3																				
Operations and Transport	7																				
Property and Special Projects	<3	<3																			
Regulation	<3	<3																			
Sport	4																				
<b>Justice and Home Affairs</b>	18	4		<3	4																
(blank)	<3	<3																			
Ambulance	<3	<3																			
Customs and Immigration	<3	<3																			
Emergency Services Control Centre	<3	<3																			
Health and Safety Inspectorate	<3																				
Police	7																				
Prison	<3																				
<b>Non-executives and legislature</b>	13	<3	<3	5	<3																
(blank)	<3																				
Bailliff's Chambers	<3	<3																			
Estab. of H.E. Lt. Governor	<3																				
Judicial Greffe	<3																				
Law Officers' Department	4	<3																			
Probation Service	<3	<3																			
States Greffe	<3	<3	<3																		
<b>Office of the Chief Executive</b>	<3	<3	<3	<3	<3																
Chief of Staff	<3																				
Communications	<3	<3																			
<b>Strategic Policy, Planning and Perfo</b>	22	<3	11	<3	<3																
(blank)	4	<3	<3	<3	<3																
Arm's Length Bodies	<3																				
Covid Vaccination Programme	12	<3	9																		
Public Health	<3																				
Strategy and Innovation	<3																				
<b>Treasury and Exchequer</b>	5	<3		<3	<3																
(blank)	<3																				
Commercial Services	<3																				
Finance Hub	<3	<3																			
Revenue Jersey	<3																				
<b>Grand Total</b>	188	33	34	32	32	11	<3	<3	<3	<3	<3	<3	4	<3	<3	4	<3	<3	15	<3	<3

