

As a union we are particularly concerned about the effect of the savings scheduled for 2022. Firstly some of the savings are itemised as staff savings, there is mention of both voluntary and potentially compulsory redundancies. We are concerned about the effect on any staff that are made redundant but also the effect on staff remaining, especially where additional workload is put on staff, alternatively there could be a reduction in the level or quality of service provided by departments. I believe there needs to be significantly more detail in how these savings are to be made and the effect on levels of service and the effect on staff. As has been stated by the DG of IHE, some departments are struggling to recruit specialist staff, in the case of IHE engineers and other technical / scientific staff. This is a result of below inflation wage rises over the last 10 years, and the excessive costs, particularly housing. The package offered is no longer attractive to recruit such staff and the demand in the UK is high. This is now impacting on existing staff, morale is low, stress levels are high. It is also concerning to see some new staff leave within the first 12 month of service, this is particularly unsettling when these involve managers and leaders, as it is likely to impact on the teams which they manage. As staff are our biggest asset, I fear that this will impact on the delivery of the government plan. Whilst it is encouraging to see plans to develop staff and take on trainees and apprentices, this is likely to take 5 to 10 years before we start seeing the results of these initiatives.

In the last year, perhaps due to both covid and Brexit we have seen significant inflation in certain areas. Fuel prices are already at very high levels, JEC prices are rising in January, building material costs have gone through the proverbial roof, building sand will need to be imported. It is stated that savings will be made by improved purchasing, I think it will be difficult to maintain existing prices, so further savings will be unlikely to be achieved. This significant inflation will negatively impact on the many capital building projects within the government plan, most notably the hospital project.

As the hospital project is probably the biggest project ever seen on the island. There needs to be a better understanding of its effect on the island.

- How many additional construction workers will come onto the island?
- Where will they live?
- What effect will this have on hotel bed spaces and consequently hotel rates? Or drive up rents?
- Will this negatively impact the tourist industry?
- Will the hospital project drive up tradesman's rates, thus impacting on the general public.
- What steps will be taken to ensure all workers on the construction project pay Jersey tax, and not lost via UK companies?

Thank you for the opportunity to comment to the panel.

Kind Regards

Gary Davies

JCSA Prospect President