



## **PUBLIC SECTOR STAFFING STATISTICS**

**As at 30 September 2024**

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### 1.0 Introduction

The Council of Ministers and the States Employment Board (SEB) are committed to increasing statistical reporting relating to the public sector workforce. This is the second of such reports. Data will be published at a minimum 6-monthly intervals on gov.je and titled 'Public Sector Staffing Statistics'. The breadth of data included in these reports will grow over time, and will align with our Annual Reports and Accounts, as well as our Gender Pay Gap reporting.

### 2.0 Staff Composition by Department and Paygroup

Employees working in more than one Department, are counted once per Department, with the overall States of Jersey total only counting them once. States of Jersey include the Government of Jersey and Non-Ministerial Departments. Employees who hold more than one role in a single Department are counted only once, for their main role. An employees' main role is defined as the one that holds the most working hours per week. If an employee has multiple roles in the same department, with the same working hours per week, the role they commenced first is counted as their main role. The total full-time equivalent (FTE) for all roles held by an employee is included in the FTE figures. It is possible for an individual to have an FTE greater than 1 across all roles held. However, no singular posts can hold a value over 1 FTE.

The 'Civil Servants' pay group encompasses all public servants not in a specialist pay group and so includes all roles paid according to the [Civil Service pay scales](#), as well as Personal Contract Holders such as Chief Officers, but excludes [Allied Health Professionals](#) which are separated out in the table. 'Civil Servants' include front-line roles such as psychologists, dental nurses and social workers, as well as non-clinical support staff, such as medical secretaries and ward clerks in Health and Community Services. 'Civil Servants' also encompasses a wide range of roles in supporting functions, such as customer service, human resources, policy, digital and finance.

Headcount refers to the total number of individuals employed by the States of Jersey, regardless of their work schedule or hours. Full-Time Equivalent (FTE) is a metric that converts the total hours worked by all employees into the equivalent number of full-time employees. A 'pay group' is a classification system that organises and standardises pay scales for public sector employees. Pay groups are designed to ensure a structured, fair, and consistent approach to employee compensation across different roles and departments within the public sector.

**Table 1: Headcount, Full-Time Equivalent and Staff Composition by Contract Type**

| Department / Pay Group  | Staff Composition by Contract Type |             |            | Total Headcount and FTE |             |
|---|------------------------------------|-------------|------------|-------------------------|-------------|
|   | Fixed Term                         | Permanent   | Zero Hour  | Headcount               | FTE         |
| <b>Health and Community Services</b>                                  | <b>158</b>                         | <b>2490</b> | <b>686</b> | <b>3334</b>             | <b>2503</b> |
| Nurses and Midwives   |                                    |             |            | 1538                    | 1026        |
| Civil Servants  |                                    |             |            | 932                     | 770         |
| Manual Workers  |                                    |             |            | 348                     | 316         |
| Doctors and Consultants   |                                    |             |            | 332                     | 246         |
| Allied Health Professionals   |                                    |             |            | 184                     | 146         |
| <b>Children, Young People, Education &amp; Skills</b>                 | <b>147</b>                         | <b>2727</b> | <b>498</b> | <b>3372</b>             | <b>2405</b> |
| Teachers  |                                    |             |            | 1354                    | 981         |
| Civil Servants  |                                    |             |            | 756                     | 610         |
| Teaching Assistants   |                                    |             |            | 744                     | 476         |
| Residential Childcare Officers, Youth Service, Family Support Workers |                                    |             |            | 242                     | 126         |
| Manual Workers  |                                    |             |            | 176                     | 114         |
| Heads & Deputies  |                                    |             |            | 87                      | 87          |
| Nurses and Midwives   |                                    |             |            | 10                      | 9           |
| Allied Health Professionals   |                                    |             |            | 3                       | 2           |
| <b>Justice and Home Affairs</b>                                       | <b>28</b>                          | <b>773</b>  | <b>18</b>  | <b>819</b>              | <b>787</b>  |
| Civil Servants  |                                    |             |            | 307                     | 281         |
| Police  |                                    |             |            | 203                     | 200         |
| Prison  |                                    |             |            | 120                     | 118         |
| Fire and Rescue   |                                    |             |            | 107                     | 113         |
| Ambulance   |                                    |             |            | 54                      | 53          |

|   |            |             |             |             |             |
|---|------------|-------------|-------------|-------------|-------------|
| Manual Workers                                    |            |             |             | 27          | 21          |
| Nurses and Midwives                               |            |             |             | 1           | 1           |
| <b>Infrastructure and Environment</b>             | <b>37</b>  | <b>686</b>  | <b>33</b>   | <b>756</b>  | <b>701</b>  |
| Civil Servants                                    |            |             |             | 437         | 417         |
| Manual Workers                                    |            |             |             | 318         | 283         |
| Legal   |            |             |             | 1           | 1           |
| <b>Treasury and Exchequer</b>                     | <b>14</b>  | <b>362</b>  | <b>2</b>    | <b>378</b>  | <b>368</b>  |
| Civil Servants                                    |            |             |             | 378         | 368         |
| <b>Chief Operating Office</b>                     | <b>41</b>  | <b>310</b>  | <b>10</b>   | <b>361</b>  | <b>343</b>  |
| Civil Servants                                    |            |             |             | 349         | 331         |
| Nurses and Midwives                               |            |             |             | 7           | 7           |
| Manual Workers                                    |            |             |             | 5           | 5           |
| <b>Non-Ministerial Departments</b>                | <b>6</b>   | <b>293</b>  | <b>12</b>   | <b>311</b>  | <b>280</b>  |
| Bailiff's Chambers                                |            |             |             | 18          | 18          |
| Establishment of His Excellency Lt. Governor      |            |             |             | 18          | 12          |
| Judicial Greffe                                   |            |             |             | 49          | 45          |
| Law Officers' Department                          |            |             |             | 101         | 91          |
| Probation Service                                 |            |             |             | 36          | 31          |
| States Greffe                                     |            |             |             | 60          | 57          |
| Viscount's Department                             |            |             |             | 29          | 27          |
| <b>Customer and Local Services</b>                | <b>15</b>  | <b>280</b>  |             | <b>295</b>  | <b>277</b>  |
| Civil Servants                                    |            |             |             | 283         | 269         |
| Manual Workers                                    |            |             |             | 12          | 8           |
| <b>Strategic Policy, Planning and Performance</b> | <b>27</b>  | <b>152</b>  | <b>22</b>   | <b>201</b>  | <b>168</b>  |
| Civil Servants                                    |            |             |             | 192         | 167         |
| Nurses and Midwives                               |            |             |             | 8           | 1           |
| Doctors and Consultants                           |            |             |             | 1           | 0           |
| <b>Department for the Economy</b>                 | <b>4</b>   | <b>76</b>   |             | <b>80</b>   | <b>78</b>   |
| Civil Servants                                    |            |             |             | 79          | 77          |
| Police  |            |             |             | 1           | 1           |
| <b>Office of the Chief Executive</b>              | <b>4</b>   | <b>57</b>   |             | <b>61</b>   | <b>59</b>   |
| Civil Servants                                    |            |             |             | 61          | 59          |
| <b>Department of External Relations</b>           | <b>2</b>   | <b>15</b>   |             | <b>17</b>   | <b>17</b>   |
| Civil Servants                                    |            |             |             | 17          | 17          |
| <b>Grand Total</b>                                | <b>483</b> | <b>8220</b> | <b>1281</b> | <b>9984</b> | <b>7986</b> |

\*These roles belong to a pay group referred to as [Workforce Modernisation](#)

\*\* includes roles in catering, gardening / caretaking, housekeeping and minibus drivers

Pay scales for all Government of Jersey pay groups are published and are available here:  
[Public sector pay scales \(gov.je\)](#)

Historical staffing figures are available in our Annual Report and Accounts:

2023: [States of Jersey Group 2023 Annual Report and Accounts](#) Page 167

2022: [States of Jersey Group 2022 Annual Report and Accounts](#) Page 184

2021: [States of Jersey Group 2021 Annual Report and Accounts](#) Page 12

### 3.0 Full-time / Part-time Composition by Gender and Department

Percentages are based on each departments' full-time equivalent (FTE) headcount.

Table 2: Full-time / Part-time Composition by Gender and Department

| Department                                 | FTE         | Percentage Females | Percentage Males | Female       |              | Male         |             |
|--|-------------|--------------------|------------------|--------------|--------------|--------------|-------------|
|  |             |                    |                  | Full-Time    | Part-Time    | Full-Time    | Part-Time   |
| Health and Community Services              | 2503        | 70.7%              | 29.3%            | 79.2%        | 20.8%        | 86.8%        | 13.2%       |
| Children, Young People, Education & Skills | 2407        | 74.9%              | 25.0%            | 56.8%        | 43.2%        | 85.8%        | 14.2%       |
| Justice and Home Affairs                   | 787         | 35.7%              | 64.3%            | 84.7%        | 15.3%        | 95.2%        | 4.8%        |
| Infrastructure and Environment             | 702         | 23.5%              | 76.3%            | 82.9%        | 17.1%        | 96.5%        | 3.5%        |
| Treasury and Exchequer                     | 368         | 57.4%              | 42.6%            | 88.2%        | 11.8%        | 98.2%        | 1.8%        |
| Chief Operating Office                     | 343         | 47.5%              | 52.5%            | 86.5%        | 13.5%        | 99.2%        | 0.8%        |
| Non-Ministerial Departments                | 280         | 62.7%              | 37.3%            | 79.6%        | 20.4%        | 94.2%        | 5.8%        |
| Customer and Local Services                | 277         | 60.7%              | 39.3%            | 76.2%        | 23.8%        | 90.2%        | 9.8%        |
| Strategic Policy, Planning and Performance | 168         | 62.1%              | 37.9%            | 74.8%        | 25.2%        | 94.3%        | 5.7%        |
| Department for the Economy                 | 78          | 46.4%              | 53.6%            | 82.9%        | 17.1%        | 98.1%        | 1.9%        |
| Office of the Chief Executive              | 62          | 52.0%              | 48.0%            | 85.0%        | 15.0%        | 98.0%        | 2.0%        |
| Department of External Relations           | 17          | 66.7%              | 33.3%            | 90.9%        | 9.1%         | 90.9%        | 9.1%        |
| <b>Grand Total</b>                         | <b>7992</b> | <b>61.6%</b>       | <b>38.4%</b>     | <b>72.0%</b> | <b>28.0%</b> | <b>91.8%</b> | <b>8.2%</b> |

*Note: A total of 2 individuals have been excluded from the calculations due to opting out of disclosing their gender.*

Full-time / Part-time Composition by Gender and Department for 2021 and 2022 is available in the Departmental Reports, in the Annex of the Gender Pay Gap report which is available [here](#). The 2023 Gender Pay Gap report is available [here](#).

### 4.0 Vacancies (by Department and Paygroup)

Vacancies are defined as those roles actively being recruited for. This includes any roles currently at interview stage, or any roles currently going through offer stage, but the vacancy is not yet formally filled. Actual vacancies reported on here are different from budgeted vacant posts. As from 5<sup>th</sup> August 2024, a recruitment freeze for non-essential roles was announced

and implemented at the Government of Jersey. As at 30 September 2024, 84% of all live vacancies were approved for recruitment prior to the recruitment freeze. 63.4% of all vacancies at this date were for front-line roles.

Vacancy rate percentages are calculated as the number of vacant roles by department divided by the departments full-time equivalent headcount.

**Table 3: Vacancies by Department and Pay Group**

| <b>Department / Vacancy Type</b>                | <b>Fixed Term</b> | <b>Permanent</b> | <b>Grand Total</b> | <b>Vacancy Rate</b> |
|---|-------------------|------------------|--------------------|---------------------|
| <b>Health and Community Services</b>            | <b>14</b>         | <b>187</b>       | <b>201</b>         | <b>8.0%</b>         |
| Nurses and Midwives                             | 4                 | 87               | 91                 |                     |
| Civil Service                                   | 5                 | 33               | 38                 |                     |
| Allied Health Professional                      | 2                 | 29               | 31                 |                     |
| Pharmacy  | 1                 | 13               | 14                 |                     |
| Talking Therapies                               |                   | 11               | 11                 |                     |
| Doctors and Consultants                         | 1                 | 6                | 7                  |                     |
| Social Work                                     | 1                 | 4                | 5                  |                     |
| Manual Workers                                  |                   | 4                | 4                  |                     |
| <b>Children, Young People, Edu &amp; Skills</b> | <b>13</b>         | <b>86</b>        | <b>99</b>          | <b>4.1%</b>         |
| Teaching Support and Assistants                 | 2                 | 26               | 28                 |                     |
| Social Work                                     | 3                 | 20               | 23                 |                     |
| Teachers  | 6                 | 12               | 18                 |                     |
| Civil Service                                   | 1                 | 14               | 15                 |                     |
| Talking Therapies                               |                   | 5                | 5                  |                     |
| Manual Workers                                  |                   | 4                | 4                  |                     |
| Nurses and Midwives                             |                   | 2                | 2                  |                     |
| Youth Worker                                    |                   | 2                | 2                  |                     |
| Allied Health Professional                      |                   | 1                | 1                  |                     |
| Doctors and Consultants                         | 1                 |                  | 1                  |                     |
| <b>Infrastructure and Environment</b>           | <b>1</b>          | <b>28</b>        | <b>29</b>          | <b>4.1%</b>         |
| Civil Service                                   |                   | 18               | 18                 |                     |
| Manual Workers                                  | 1                 | 10               | 11                 |                     |
| <b>Justice and Home Affairs</b>                 | <b>1</b>          | <b>24</b>        | <b>25</b>          | <b>3.2%</b>         |
| Civil Service                                   | 1                 | 12               | 13                 |                     |
| Police  |                   | 5                | 5                  |                     |
| Fire and Rescue                                 |                   | 4                | 4                  |                     |
| Ambulance                                       |                   | 3                | 3                  |                     |
| <b>Non-Ministerial Departments</b>              |                   | <b>18</b>        | <b>18</b>          | <b>6.4%</b>         |
| Civil Service                                   |                   | 10               | 10                 |                     |
| Legal   |                   | 6                | 6                  |                     |
| Manual Workers                                  |                   | 1                | 1                  |                     |
| Social Work                                     |                   | 1                | 1                  |                     |
| <b>Treasury and Exchequer</b>                   | <b>1</b>          | <b>14</b>        | <b>15</b>          | <b>4.1%</b>         |

|   |           |            |            |             |
|---|-----------|------------|------------|-------------|
| Civil Service                                     | 1         | 14         | 15         |             |
| <b>Strategic Policy, Planning and Performance</b> | <b>1</b>  | <b>6</b>   | <b>7</b>   | <b>4.2%</b> |
| Civil Service                                     | 1         | 5          | 6          |             |
| Nurses and Midwives                               |           | 1          | 1          |             |
| <b>Customer and Local Services</b>                | <b>1</b>  | <b>5</b>   | <b>6</b>   | <b>2.2%</b> |
| Civil Service                                     | 1         | 4          | 5          |             |
| <b>Chief Operating Office</b>                     | <b>2</b>  | <b>3</b>   | <b>5</b>   | <b>1.5%</b> |
| Civil Service                                     | 2         | 2          | 4          |             |
| Manual Workers                                    |           | 1          | 1          |             |
| <b>Department for the Economy</b>                 |           | <b>2</b>   | <b>2</b>   | <b>2.6%</b> |
| Civil Service                                     |           | 2          | 2          |             |
| <b>Office of the Chief Executive</b>              |           | <b>1</b>   | <b>1</b>   | <b>1.6%</b> |
| Civil Service                                     |           | 1          | 1          |             |
| <b>Department of External Relations</b>           |           |            | <b>0</b>   | <b>0.0%</b> |
| <b>Grand Total</b>                                | <b>34</b> | <b>373</b> | <b>408</b> | <b>5.1%</b> |

## 5.0 Staff Turnover Rates (by Department)

Employee turnover is calculated as the total number of leavers over the previous rolling 12-month period, divided by the average headcount for the period (excluding employees solely on zero-hour contracts). The below table calculates the period 01 October 2023 – 30 September 2024 and includes the comparative figure for the period 01 October 2022 – 30 September 2023.

Voluntary Turnover is defined as any leaver who voluntarily leaves the organisation, i.e. they resign. Total Turnover also includes End of Fixed Term Contracts, Compulsory and Voluntary Redundancies, Retirements, and any type of Dismissal.

Whilst exact employee pay group (i.e. manual worker, civil servant, teacher etc) and time-period comparisons to the UK Civil Service and NHS are not possible, figures published during 2023 and early 2024 indicate that the States of Jersey is doing comparatively well in terms of staff turnover. For comparison, the August 2023 [NHS staff turnover rate](#) was 8.3%, down from 9.4% in August 2022. The proportion of staff leaving the [UK civil service altogether](#) remained at its post-pandemic peak of 9% with turnover being the highest in the centre of the UK government, at 26.2% in the UK Treasury and 23.7% in the UK Cabinet Office.

Please note when reading the below tables, that smaller departments (in terms of headcount) may show a high turnover rate, even if there have only been a small number of leavers, whilst a larger department (in terms of headcount) may have a comparatively high number of leavers

but a low turnover rate. Any department with less than 10 leavers in the period has been redacted for data protection reasons.

Table 4: Turnover for the period 01 October 2023 to 30 September 2024

| Department                                 | Voluntary Turnover Percentage | Involuntary Turnover Percentage | Retirement Turnover Percentage | Total Turnover Percentage |
|--|-------------------------------|---------------------------------|--------------------------------|---------------------------|
| Children, Young People, Education & Skills | 6.7%                          | 1.0%                            | 0.9%                           | 8.6%                      |
| Strategic Policy, Planning and Performance | 6.4%                          | 3.7%                            | 0.0%                           | 10.2%                     |
| Chief Operating Office                     | 5.7%                          | 2.1%                            | 1.4%                           | 9.2%                      |
| Treasury and Exchequer                     | 5.7%                          | 0.8%                            | 0.0%                           | 4.4%                      |
| Customer and Local Services                | 5.4%                          | 2.0%                            | 1.0%                           | 8.5%                      |
| Health and Community Services              | 5.1%                          | 1.3%                            | 0.7%                           | 6.9%                      |
| Non-Ministerial Departments                | 4.7%                          | 0.7%                            | 0.3%                           | 5.7%                      |
| Infrastructure and Environment             | 4.3%                          | 0.8%                            | 2.1%                           | 7.3%                      |
| Justice and Home Affairs                   | 3.4%                          | 0.6%                            | 1.1%                           | 5.1%                      |
| Department for the Economy                 | Redacted                      |                                 |                                |                           |
| Department of External Relations           | Redacted                      |                                 |                                |                           |
| Office of the Chief Executive              | Redacted                      |                                 |                                |                           |
| <b>Government of Jersey Total</b>          | <b>5.4%</b>                   | <b>1.2%</b>                     | <b>0.9%</b>                    | <b>7.4%</b>               |

Table 5: Turnover for the period 01 October 2022 to 30 September 2023

| Department                                 | Voluntary Turnover Percentage | Involuntary Turnover Percentage | Retirement Turnover Percentage | Total Turnover Percentage |
|--|-------------------------------|---------------------------------|--------------------------------|---------------------------|
| Strategic Policy, Planning and Performance | 11.0%                         | 11.5%                           | 0.5%                           | 23.1%                     |
| Chief Operating Office                     | 9.9%                          | 1.7%                            | 0.6%                           | 12.2%                     |
| Treasury and Exchequer                     | 9.9%                          | 1.5%                            | 0.3%                           | 12.2%                     |
| Infrastructure and Environment             | 6.8%                          | 1.8%                            | 2.5%                           | 11.1%                     |
| Customer and Local Services                | 6.6%                          | 0.9%                            | 0.9%                           | 8.5%                      |
| Non-Ministerial Departments                | 5.7%                          | 1.0%                            | 1.0%                           | 7.7%                      |
| Children, Young People, Education & Skills | 5.1%                          | 1.4%                            | 1.1%                           | 7.6%                      |
| Justice and Home Affairs                   | 5.0%                          | 0.0%                            | 2.2%                           | 7.2%                      |
| Health and Community Services              | 4.4%                          | 1.6%                            | 1.4%                           | 7.4%                      |
| Department for the Economy                 | Redacted                      |                                 |                                |                           |
| Department of External Relations           | Redacted                      |                                 |                                |                           |
| Office of the Chief Executive              | Redacted                      |                                 |                                |                           |
| <b>Government of Jersey Total</b>          | <b>5.6%</b>                   | <b>1.6%</b>                     | <b>1.3%</b>                    | <b>8.6%</b>               |



## 6.0 Background

[Proposition 69](#), as amended ([P.69/2023 Amd.2](#)), requires the States Employment Board to publish Public Sector Staffing Statistics, in line with the Code of Practice on Statistics, inclusive of:

- the headcount of each Government and non-ministerial department, to include a breakdown of full-time, part-time, fixed-term, zero-hour, and \*contracted staff;
- the number of vacancies in each Government department; and
- staff turnover in each Government department;

The proposition requires the data to be published at 6-monthly intervals. Data will be published as 'Public Sector Staffing Statistics' reports on gov.je. This is the second of such reports.

*\* 'Contracted staff' are labelled as 'permanent' employees in the tables above*