



## **PUBLIC SECTOR STAFFING STATISTICS**

**As at 31 December 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 third 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	
	Permanent	Fixed Term	Zero Hour*	Headcount	FTE
<b>Health and Community Services</b>	<b>2539</b>	<b>163</b>	<b>488</b>	<b>3190</b>	<b>2558</b>
Nurses and Midwives				1412	1048
Civil Servants				909	771
Manual Workers				341	312
Doctors and Consultants				274	202
Allied Health Professional				205	176
Junior and Trainee Doctors				49	48
<b>Children, Young People, Edu &amp; Skills</b>	<b>2748</b>	<b>152</b>	<b>369</b>	<b>3269</b>	<b>2448</b>
Teachers and Lecturers				1157	984
Civil Servants				833	620
Teaching Assistants				754	491
Residential Childcare Officers, Youth Service, Family Support Workers**				228	126
Manual Workers***				194	125
Heads and Deputies				87	88
Nurses and Midwives				11	10
Allied Health Professional				5	4
<b>Justice and Home Affairs</b>	<b>771</b>	<b>32</b>	<b>20</b>	<b>823</b>	<b>783</b>
Civil Servants				314	287
Police				202	199
Prison				120	118

Fire and Rescue				107	108
Ambulance**				52	51
Manual Workers				27	19
Nurses and Midwives				1	1
<b>Infrastructure and Environment</b>	<b>685</b>	<b>36</b>	<b>31</b>	<b>752</b>	<b>699</b>
Civil Servants				435	415
Manual Workers				316	283
Legal				1	1
<b>Treasury and Exchequer</b>	<b>360</b>	<b>16</b>	<b>2</b>	<b>378</b>	<b>368</b>
Civil Servants				378	368
<b>Chief Operating Office</b>	<b>304</b>	<b>45</b>	<b>7</b>	<b>356</b>	<b>341</b>
Civil Servants				344	329
Nurses and Midwives				7	7
Manual Workers				5	5
<b>Non-Ministerial Departments</b>	<b>298</b>	<b>10</b>	<b>11</b>	<b>319</b>	<b>286</b>
Bailiff's Chambers				18	18
Estab. of H.E. Lt. Governor				18	13
Judicial Greffe				51	47
Law Officers' Department				99	89
Probation Service				39	31
States Greffe				65	61
Viscount's Department				29	27
<b>Employment, Social Security and Housing****</b>	<b>279</b>	<b>18</b>	<b>0</b>	<b>297</b>	<b>278</b>
Civil Servants				285	270
Manual Workers				11	7
Allied Health Professionals				1	1
<b>Strategic Policy, Planning and Performance</b>	<b>149</b>	<b>26</b>	<b>10</b>	<b>185</b>	<b>165</b>
Civil Servants				175	163
Nurses and Midwives				7	1
Doctors and Consultants				2	0
Allied Health Professionals				1	1
<b>Department for the Economy</b>	<b>73</b>	<b>3</b>	<b>0</b>	<b>76</b>	<b>74</b>
Civil Servants				75	73
Police				1	1
<b>Office of the Chief Executive</b>	<b>48</b>	<b>2</b>	<b>0</b>	<b>50</b>	<b>48</b>
Civil Servants				50	48
<b>Department of External Relations</b>	<b>14</b>	<b>3</b>	<b>0</b>	<b>17</b>	<b>17</b>
Civil Servants				17	17
<b>Grand Total</b>	<b>8251</b>	<b>504</b>	<b>934</b>	<b>9689</b>	<b>8064</b>

\* Only Zero Hour employees who have worked in the previous 12 months are included

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

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

\*\*\*\* Employment, Social Security and Housing was previously called Customer and Local Services and is referred to as such in previous reports

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	2558	71.9%	28.1%	77.3%	22.7%	93.3%	6.7%
Children, Young People, Education & Skills	2448	76.3%	23.7%	46.4%	53.6%	80.9%	19.1%
Justice and Home Affairs	783	36.9%	63.1%	86.2%	13.8%	96.5%	3.5%
Infrastructure and Environment	699	24.7%	75.3%	78.5%	21.5%	94.6%	5.4%
Treasury and Exchequer	368	57.2%	42.8%	87.9%	12.1%	96.9%	3.1%
Chief Operating Office	341	47.8%	52.2%	83.7%	16.3%	98.3%	1.7%
Non-Ministerial Departments	286	63.8%	36.2%	73.5%	26.5%	92.8%	7.2%
Employment, Social Security and Housing	278	62.0%	38.0%	70.7%	29.3%	86.7%	13.3%
Strategic Policy, Planning and Performance	165	62.3%	37.7%	76.1%	23.9%	93.9%	6.1%
Department for the Economy	74	48.7%	51.3%	83.8%	16.2%	92.3%	7.7%
Office of the Chief Executive	48	53.1%	46.9%	76.9%	23.1%	95.7%	4.3%
Department of External Relations	17	58.8%	41.2%	100.0%	0.0%	85.7%	14.3%
<b>Grand Total</b>	<b>8064</b>	<b>63.9%</b>	<b>36.1%</b>	<b>65.3%</b>	<b>34.7%</b>	<b>91.4%</b>	<b>8.6%</b>

*Note: Individuals who have opted out of disclosing their gender have been excluded from the calculations.*

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 and 2024 Gender Pay Gap report are 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 31 December 2024, 91.6% of all vacancies were for front-line / essential roles. 19% of all vacancies were approved for recruitment prior to the recruitment freeze.

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**

Department / Vacancy Type	Fixed Term	Permanent	Grand Total	Vacancy Rate
<b>Health and Community Services</b>	<b>17</b>	<b>152</b>	<b>169</b>	<b>6.6%</b>
Nurses and Midwives	2	70	72	
Doctors and Consultants	11	13	24	
Civil Servants	2	21	23	
Social Work		13	13	
Allied Health Professionals	1	11	12	
Talking Therapies		11	11	
Pharmacy	1	8	9	
Manual Workers		5	5	
<b>Children, Young People, Edu &amp; Skills</b>	<b>21</b>	<b>100</b>	<b>121</b>	<b>4.9%</b>
Teaching Assistants	5	31	36	
Teachers	13	20	33	
Civil Servants	1	16	17	
Social Work	2	12	14	
Nurses and Midwives		13	13	
Talking Therapies		5	5	
Manual Workers		2	2	
Residential Childcare Officers, Youth Service, Family Support Workers		1	1	
<b>Infrastructure and Environment</b>	<b>8</b>	<b>38</b>	<b>46</b>	<b>6.6%</b>
Civil Servants	7	24	31	
Manual Workers	1	14	15	
<b>Justice and Home Affairs</b>		<b>23</b>	<b>23</b>	<b>2.9%</b>
Ambulance		6	6	
Civil Servants		6	6	
Police		6	6	
Manual Workers		3	3	
Fire and Rescue		2	2	

<b>Non-Ministerial Departments</b>	<b>1</b>	<b>15</b>	<b>16</b>	<b>5.6%</b>
Legal		10	10	
Civil Servants	1	5	6	
<b>Treasury and Exchequer</b>	<b>3</b>	<b>10</b>	<b>13</b>	<b>3.5%</b>
Civil Service	3	10	13	
<b>Employment, Social Security and Housing</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>2.5%</b>
Civil Service	1	6	7	
<b>Chief Operating Office</b>		<b>5</b>	<b>5</b>	<b>1.5%</b>
Civil Service		5	5	
<b>Strategic Policy, Planning and Performance</b>		<b>2</b>	<b>2</b>	<b>1.2%</b>
Civil Servants		1	1	
Nurses and Midwives		1	1	
<b>Department for the Economy</b>		<b>1</b>	<b>1</b>	<b>1.4%</b>
Civil Service		1	1	
<b>Department of External Relations</b>		<b>1</b>	<b>1</b>	<b>5.9%</b>
Civil Service		1	1	
<b>Office of the Chief Executive</b>			<b>0</b>	<b>0.0%</b>
<b>Grand Total</b>	<b>51</b>	<b>353</b>	<b>404</b>	<b>5.0%</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 January 2024 – 31 December 2024 and includes the comparative figure for the period 01 January 2023 – 31 December 2023.

Voluntary Turnover is defined as any leaver who voluntarily leaves the organisation, i.e. they resign. Involuntary Turnover includes End of Fixed Term Contracts, Compulsory Redundancies, 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 January 2024 to 31 December 2024

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Employment, Social Security and Housing	7.8%	1.0%	1.7%	10.5%
Strategic Policy, Planning and Performance	7.7%	0.6%	1.1%	9.4%
Office of the Chief Executive	6.1%	13.7%	0.0%	19.8%
Children, Young People, Education & Skills	5.6%	0.8%	0.8%	7.2%
Chief Operating Office	5.3%	1.6%	1.1%	8.0%
Health and Community Services	5.3%	1.2%	0.6%	7.1%
Treasury and Exchequer	4.9%	1.1%	0.3%	6.2%
Justice and Home Affairs	4.0%	0.6%	1.1%	5.7%
Infrastructure and Environment	3.9%	1.2%	1.7%	6.9%
Non-Ministerial Departments	3.6%	0.7%	0.0%	4.3%
Department for the Economy	Redacted			
Department of External Relations	Redacted			
<b>Government of Jersey Total</b>	<b>5.2%</b>	<b>1.1%</b>	<b>0.8%</b>	<b>7.1%</b>

Table 5: Turnover for the period 01 January 2023 to 31 December 2023

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Chief Operating Office	7.9%	1.9%	0.8%	10.7%
Treasury and Exchequer	7.3%	1.8%	0.3%	9.4%
Office of the Chief Executive	6.8%	2.8%	1.4%	10.9%
Employment, Social Security and Housing	6.2%	1.6%	0.3%	8.2%
Children, Young People, Education & Skills	6.0%	1.1%	0.9%	7.9%
Infrastructure and Environment	5.4%	1.5%	3.3%	10.3%
Strategic Policy, Planning and Performance	5.1%	3.6%	0.5%	9.3%
Health and Community Services	4.3%	2.0%	1.1%	7.3%
Justice and Home Affairs	3.8%	0.3%	1.8%	5.9%
Non-Ministerial Departments	3.5%	1.7%	1.4%	6.6%
Department for the Economy	Redacted			
Department of External Relations	Redacted			
<b>Government of Jersey Total</b>	<b>5.3%</b>	<b>1.5%</b>	<b>1.2%</b>	<b>8.0%</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*