



PUBLIC SECTOR STAFFING STATISTICS

As at 30 June 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 first of such reports. Data will be published at 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 are included in the FTE figures.

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 Hours	Headcount	FTE
Health and Community Services	2,450	128	798	3,376	2,428
Nurses and Midwives				1,586	977
Civil Servants				924	738
Manual Workers				356	318
Doctors and Consultants				327	245
Allied Health Professionals				177	149
Paramedics*				6	0
Children, Young People, Edu & Skills	2,653	169	566	3,388	2,364
Teachers				1,234	975
Civil Servants				892	595
Teaching Assistants				727	464
Residential Childcare Officers, Youth Service, Family Support Workers*				272	128
Manual Workers**				162	105
Heads & Deputies				88	88
Nurses and Midwives				9	8
Allied Health Professionals				4	2
Justice and Home Affairs	778	24	25	827	782
Civil Servants				311	280
Police				202	200
Prison				121	119
Fire & Rescue				109	109
Ambulance*				54	53
Manual Workers				29	20

Nurses and Midwives				1	1
Infrastructure and Environment	676	38	43	757	691
Civil Servants				432	411
Manual Workers				325	280
Treasury and Exchequer	361	18	4	383	371
Civil Servants				383	371
Chief Operating Office	315	42	14	371	349
Civil Servants				359	337
Nurses and Midwives				7	7
Manual Workers				5	5
Customer and Local Services	276	16	1	293	272
Civil Servants				282	267
Manual Workers				10	6
Allied Health Professionals				1	0
Non-ministerial Departments	287	6	12	305	271
Civil Servants				217	196
Legal				64	57
Crown States Legal Appointment				12	12
Manual Workers				12	7
Strategic Policy, Planning and Performance	150	25	35	210	163
Civil Servants				195	162
Nurses and Midwives				13	2
Doctors and Consultants				2	0
Department for the Economy	75	4		79	77
Civil Servants				78	76
Police				1	1
Office of the Chief Executive	65	3		68	66
Civil Servants				68	66
Department of External Relations	15	2		17	17
Civil Servants				17	17
Grand Total	8,101	475	1,498	10,074	7,852

*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 States 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 department's full-time equivalent (FTE).

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	2,428	74%	26%	59%	41%	79%	21%
Children, Young People, Edu & Skills	2,364	77%	23%	39%	61%	68%	32%
Justice and Home Affairs	782	37%	63%	84%	16%	94%	6%
Infrastructure and Environment	691	27%	73%	70%	30%	91%	9%
Treasury and Exchequer	371	57%	43%	87%	13%	98%	2%
Chief Operating Office	349	48%	52%	79%	21%	97%	3%
Customer and Local Services	272	64%	36%	70%	30%	88%	12%
Non-executives and legislature	271	62%	38%	70%	30%	88%	12%
Strategic Policy, Planning and Performance	163	64%	36%	63%	37%	83%	17%
Department for the Economy	77	46%	54%	83%	17%	95%	5%
Office of the Chief Executive	66	57%	43%	77%	23%	97%	3%
Department of External Relations	17	65%	35%	100%	0%	83%	17%
Grand Total	7,852	66%	34%	55%	45%	84%	16%

Note: A total of 3 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 Pay group)

Vacancies are defined as those roles under active recruitment. This includes any roles currently at interview stage, or any roles currently going through the offer stage, but where the vacancy is not yet formally filled. As at 30 June 2024, 66.8% of all vacancies are for front-line roles.

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

Table 3: Vacancies by Department and Pay group

Department / Vacancy Type by Pay group	Fixed Term	Permanent	Grand Total	Vacancy Rate
Health and Community Services	12	235	247	10.2%
Nurses and Midwives	3	134	137	
Civil Service	4	45	49	
Allied Health Professional	2	30	32	
Pharmacy	2	16	18	
Social Work	1	3	4	
Doctors and Consultants		4	4	
Manual Workers		3	3	
Children, Young People, Edu & Skills	26	212	238	10.1%
Teaching	12	57	69	
Teaching Support and Assistants	2	63	65	
Manual Workers		43	43	
Social Work	7	28	35	
Civil Service	4	15	19	
Nurses and Midwives		6	6	
Doctors and Consultants	1		1	
Infrastructure and Environment	4	42	46	6.7%
Civil Service	3	30	33	
Manual Workers	1	12	13	
Justice and Home Affairs	1	16	17	2.2%
Civil Service	1	8	9	
Uniformed Services		8	8	
Non-ministerial Departments	1	15	16	5.9%
Civil Service		9	9	
Legal	1	5	6	
Social Work		1	1	
Treasury and Exchequer		12	12	3.2%
Civil Service		12	12	
Customer and Local Services	2	8	10	3.7%
Civil Service	2	8	10	
Strategic Policy, Planning and Performance	1	7	8	4.9%
Civil Service	1	6	7	
Nurses and Midwives		1	1	
Department for the Economy		6	6	7.8%
Civil Service		6	6	
Chief Operating Office		2	2	0.6%
Civil Service		2	2	
Department of External Relations	1		1	6.1%
Civil Service	1		1	
Office of the Chief Executive			0	0.0%
Total	48	555	603	7.7%

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 July 2023 – 30 June 2024 and includes the comparative figure for the period 01 July 2022 – 30 June 2023.

Voluntary Turnover is defined as any leaver who voluntarily leaves the organisation, i.e. they resign. It also includes those employees who leave by mutual agreement. Involuntary Turnover includes end of fixed term contracts, compulsory redundancies and any type of dismissal. The figures also outline turnover percentages for retirements.

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 July 2023 – 30 June 2024

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Children, Young People, Education & Skills	6.4%	1.1%	0.8%	8.4%
Chief Operating Office	6.1%	2.4%	1.1%	9.6%
Treasury and Exchequer	6.0%	0.9%	0.0%	6.8%
Strategic Policy, Planning and Performance	5.8%	5.2%	0.0%	11.0%
Infrastructure and Environment	5.5%	1.2%	2.9%	9.6%
Customer and Local Services	5.4%	2.4%	1.0%	8.8%
Health and Community Services	5.0%	1.5%	0.8%	7.3%
Non-Ministerial Departments	4.1%	1.0%	0.7%	5.8%
Justice and Home Affairs	3.8%	0.3%	1.1%	5.2%
Department for the Economy	Redacted			
Department of External Relations	Redacted			
Office of the Chief Executive	Redacted			
States of Jersey Total	5.5%	1.3%	1.0%	7.8%

Table 5: Turnover for the period 01 July 2022 – 30 June 2023

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Strategic Policy, Planning and Performance	10.9%	16.7%	0.5%	28.1%
Chief Operating Office	9.2%	2.7%	0.6%	12.4%
Customer and Local Services	9.1%	1.5%	0.6%	11.3%
Non-Ministerial Departments	7.2%	0.7%	0.7%	8.6%
Treasury and Exchequer	6.7%	2.0%	0.3%	9.1%
Infrastructure and Environment	6.6%	1.6%	1.4%	9.6%
Children, Young People, Education & Skills	5.3%	1.0%	1.0%	7.3%
Justice and Home Affairs	4.9%	0.3%	2.8%	8.0%
Health and Community Services	4.2%	1.6%	1.4%	7.2%
Department for the Economy	Redacted			
Department of External Relations	Redacted			
Office of the Chief Executive	Redacted			
States of Jersey Total	5.7%	1.6%	1.2%	8.6%

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 first of such reports.

** contracted staff are ‘permanent’ employees in the tables above*