

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY S.J. GLEAVE OF ST. HELIER SOUTH
QUESTION SUBMITTED ON MONDAY 5th OCTOBER 2026
ANSWER TO BE TABLED ON MONDAY 12th OCTOBER 2026**

Question

“Will the Chief Minister advise, for each Ministerial department and non-Ministerial body included within the [Annex](#) to the [proposed Budget 2027-2030](#), and as at the date used to prepare the 2027 staffing estimates –

- (a) the total number of full-time equivalent (FTE) posts, broken down by whether those posts were funded or unfunded;
- (b) the number of funded FTE posts that were occupied;
- (c) the number of individual employees represented by the occupied FTE;
- (d) the number of funded FTE posts that were vacant;
- (e) the number of funded vacant FTE that had remained vacant for –
 - (i) less than three months;
 - (ii) three to six months;
 - (iii) six to twelve months; and
 - (iv) more than twelve months;
- (f) the total budgeted staff cost;
- (g) the annualised payroll cost of occupied posts; and
- (h) any vacancy and turnover allowance included in the staff-cost budget;

and will he provide the definitions used by Government when reporting staffing reductions, distinguishing between reductions in total posts, funded posts, occupied FTE, employee headcount, payroll expenditure and recurring cash savings?”

Answer

- (a) FTEs are published for each department in the [Proposed Budget Annex 2027-2030](#), summarised below.

Head of Expenditure	Funded FTE 2027
Cabinet Office	170.7
Children and Families	531.5
Digital Services	210.0
Economic Development	44.5
Education and Lifelong Learning	2,146.0
Employment, Social Security and Housing	280.1
Environment	78.4
External Relations and Financial Services	66.0
Health and Care Jersey	3,378.5
Infrastructure	557.3
Jersey Overseas Aid	10.0
Justice and Home Affairs	408.0
People Services	139.3
Planning and Regulation	109.0
States of Jersey Police	381.0
Treasury and Exchequer	415.8
Bailiff's Chambers	19.6
Law Officers' Department	107.7
Judicial Greffe	63.1
Viscount's Department	34.7
Official Analyst	8.0
Office of the Lieutenant Governor	13.5
Probation	36.0
Comptroller and Auditor General	-
States Assembly	71.0

FTE figures include roles that are recharged to Funds.

- (b) Actual FTE is published in the [Public Sector Staffing Statistics Report](#) (see p.4 and 5), summarised below.
- (c) Headcount is published in the [Public Sector Staffing Statistics Report](#) (see p.4 and 5), summarised below.

(c) (b)

Department / Pay Group	Staff composition by contract type		Total headcount and FTE		Zero hour
	Permanent	Fixed term	Headcount	FTE	
Cabinet Office	149	14	163	155.6	1
Civil Servants				155.6	
Children, Young People, Education & Skills	2,799	163	2962	2498.1	298
Allied Health Professional				5.0	
Civil Servants				624.3	
Heads and Deputies				97.8	
Manual Workers				130.0	
Nurses and Midwives				19.7	
Residential Childcare Officers, Youth Service, Family Support Workers				112.2	
Teachers and Lecturers				974.7	
Teaching Assistants				534.4	
Department for the Economy	59	2	61	59.0	0
Civil Servants				59.0	
Department of External Relations	14	2	16	15.5	0
Civil Servants				15.5	
Digital Services	139	21	160	158.0	0
Civil Servants				158.0	
Employment, Social Security and Housing	264	25	289	273.7	0
Allied Health Professional				2.7	
Civil Servants				271.1	
Health and Care Jersey	2,897	155	3052	2895.9	215
Allied Health Professional				173.7	
Ambulance				57.0	
Civil Servants				936.5	
Doctors and Consultants				228.0	
Junior and Trainee Doctors				48.5	
Manual Workers				318.5	
Nurses and Midwives				1133.7	
Infrastructure and Environment	698	17	715	695.0	19
Civil Servants				421.2	
Manual Workers				273.8	
Justice and Home Affairs	702	28	730	733.3	4
Civil Servants				276.2	
Fire and Rescue				136.8	
Manual Workers				8.8	
Police				197.7	
Prison				113.9	
Non-Ministerial Departments	314	9	323	300.9	3
Bailiffs Chambers				16.7	
Establishment of H.E. Lt. Governor				13.0	
Judicial Greffe				49.1	
Law Officers' Department				96.7	
Probation Service				31.0	
States Greffe				66.4	
Viscount's Department				27.9	
People Services	122	8	130	123.5	10
Civil Servants				117.9	
Manual Workers				4.0	
Nurses and Midwives				1.6	
Treasury and Exchequer	345	22	367	359.0	2
Civil Servants				359.0	
Government of Jersey total	8,481	464	8945	8267.6	548

- (d) Vacancies by Department are published in the [Public Sector Staffing Statistics Report](#) (see p.9), summarised below.

Department / Vacancy Type	Fixed Term	Permanent	Grand Total	Vacancy Rate
Children, Young People, Edu & Skills	5	22	27	1.1%
Civil Servants			7	
Teachers			7	
Teaching Assistants			11	
Residential Childcare Officers, Youth Service, Family Support Workers			2	
Digital Services		1	1	0.6%
Civil Servants			1	
Employment, Social Security and Housing		1	1	0.4%
Civil Servants			1	
Health and Care Jersey	1	30	31	1.1%
Civil Servants			16	
Doctors and Consultants			8	
Manual Workers		1	1	
Nurses and Midwives			6	
Infrastructure and Environment		20	20	2.9%
Civil Servants			8	
Manual Workers			12	
Justice and Home Affairs		5	5	0.7%
Civil Servants			4	
Prison			1	
Non-executives and legislature		2	2	0.7%
Civil Servants			2	
Grand Total	6	81	87	1.1%

- (e) Vacancies are managed according to operational and workforce requirements rather than by reference to the length of time a post has remained vacant. Consequently, Departments do not routinely categorise funded vacant FTE by vacancy duration, and the information requested is not held in this format.

Work is underway to develop the capability in the Connect People system to allow reporting of vacancies against recorded dates and to confirm the budget allocation for each post. This will allow for increased transparency in workforce and establishment reporting in 2027.

- (f) Budgeted staff costs are published for each department in the [Proposed Budget Annex 2027-2030](#), summarised below.

Head of Expenditure	2027 £'000
Cabinet Office	15,280
Children and Families	45,849
Digital Services	16,411
Economic Development	5,324
Education and Lifelong Learning	162,226
Employment, Social Security and Housing	18,746
Environment	6,592
External Relations and Financial Services	6,324
Health and Care Jersey	273,426
Infrastructure	36,665
Jersey Overseas Aid	672
Justice and Home Affairs	36,124
People Services	10,378
Planning and Regulation	9,263
States of Jersey Police	31,355
Treasury and Exchequer	33,474
Bailiff's Chambers	3,067
Law Officers' Department	13,636
Judicial Greffe	5,935
Viscount's Department	3,007
Official Analyst	733
Office of the Lieutenant Governor	894
Probation	3,093
Comptroller and Auditor General	144
States Assembly	10,183

- (g) Annualised payroll costs have been calculated using actual payroll costs for the 6 months to 30 June 2026, extrapolated for the 12 months to 31 December 2026.

Head of Expenditure	2026 £'000
Cabinet Office	15,132
Children and Families	33,727
Digital Services	14,716
Economic Development	4,224
Education and Lifelong Learning	160,214
Employment, Social Security and Housing	20,363
Environment	14,672
External Relations*	1,429
Financial Services*	3,048
Health and Care Jersey	267,557
Infrastructure	40,648
Jersey Overseas Aid	529
Justice and Home Affairs	32,954
People Services	10,745
States of Jersey Police	29,554
Treasury and Exchequer	32,035
Bailiff's Chambers	2,775
Law Officers' Department	12,570
Judicial Greffe	4,147
Viscount's Department	2,542
Official Analyst	611
Office of the Lieutenant Governor	755
Probation	2,774
Comptroller and Auditor General	-
States Assembly	10,245

*External Relations and Financial Services Heads of Expenditure have been amalgamated in 2027

Annualised payroll costs can often differ when comparing to total budgeted staff cost for a number of reasons, including:

- Some vacancies are filled by agency workers/locums/contractors, and the costs for these are recorded in non-pay.
- Variable payments such as overtime and allowances, parental leave costs etc will have an uneven profile
- Departments operating 24/7 and similar services will have additional costs incorporated into the budgets to maintain safe staffing levels
- Departments may have taken the decision to hold vacancies to temporarily cover other cost pressures in non-pay
- Annualised payroll costs do not take into account any recharges to Funds.

(h) Any vacancy management factor applied will be determined by individual departments and on a cost centre by cost centre basis. It is currently too early in the detailed budgeting process to determine what this will be for 2027.

Definitions:

Reductions in total posts – FTE is the standard measure, however depending on the reporting requirements headcount and other definitions may be used in certain circumstances.

Funded posts – those posts that have budget allocated to them and are reported in the Budget Annex, converted to FTE.

Employee headcount – refers to the total number of individuals employed by the States of Jersey, regardless of their work schedule or hours at the reporting date.

Occupied FTE – FTE is a metric that converts the total hours worked by all employees into the equivalent number of FTEs. Occupied FTE is the number of FTE employed at the reporting date. It includes those on either a permanent or fixed term contract. It excludes any temporary agency workers, locums or contractors paid outside of payroll.

Payroll expenditure – includes basic pay and all other employer only associated costs such as allowances, sick pay, overtime, bank holiday pay, social security and pension contributions.

Recurring cash savings – savings that have resulted in a reduction in net expenditure on an ongoing basis.

Vacant posts – those roles active on our internal and external careers site as at the report date.