STATES OF JERSEY

REPORTING OF HEADCOUNT AND VACANCIES (P.69/2023): SECOND AMENDMENT

Lodged au Greffe on 10th October 2023
by the Chief Minister
Earliest date for debate: 17th October 2023

STATES GREFFE

REPORT OF VACANCIES AND HEADCOUNT (P.69/2023): SECOND AMENDMENT

1 PAGE 2, PARAGRAPH (a) –

For the words "to publish every six months, commencing January 2024" substitute "to develop and publish a release schedule for public sector staffing statistics and to commence publications under the schedule, in line with the Code of Practice on Statistics, before June 2024, inclusive of"

COUNCIL OF MINISTERS

Note: After this amendment, the proposition would read as follows –

THE STATES are asked to decide whether they are of opinion –

(a) to request the States Employment Board to develop and publish a release schedule for public sector staffing statistics and to commence publications under the schedule, in line with the Code of Practice on Statistics, before June 2024, inclusive of –

(i) 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;
(ii) the number of vacancies in each Government department; and
(iii) staff turnover in each Government department;

(b) to request the Minister for Treasury and Resources, in his capacity as the Shareholder Representative, to ensure that all States Owned Entities publish annually, commencing January 2024 –

(i) the headcount of full-time, part-time, fixed-term, zero-hour, and contracted staff; and
(ii) the number of vacancies and staff turnover; and

(c) to request the Minister for Treasury and Resources to liaise with the responsible officer for each Arm's Length Organisation identified in the Public Finances Manual, to ensure that they publish annually, commencing January 2024 –

(i) the headcount of full-time, part-time, fixed-term, zero-hour, and contracted staff; and
(ii) the number of vacancies and staff turnover.

REPORT

The Council of Ministers and the States Employment Board are committed to increasing statistical reporting relating to the public sector workforce.

We wish to do this in a systematic and extensive way, including headcount, vacancies, contract type, as well as age and gender profile, length of service, distribution of roles by level of seniority, etc.

The public have a right to good quality, detailed information on public sector employment, which is after all, is funded by the public.

This should be done to a defined public release schedule, so everyone is clear on what will be published and when.

It should also be done in a way that is not labour intensive but relies on systems; and applying high standards of statistical production having consulted with Statistics Jersey. This is how it is done elsewhere. Statistical bulletin - Civil Service Statistics: 2022 - GOV.UK (www.gov.uk).

This Amendment embeds that approach and provides a further 6 months to complete the work and begin publishing. It is hoped that Members will respect and understand this position, which is comprehensive and orderly.

As to the States Owned Entities and Arms' Length Organisations, they should include annually, preferably in their annual report, details of their staffing. However, there are 22 of these entities in total, and it is fair and reasonable to give some time to engage with them as to how they can enhance their reporting, without imposing excessive administrative burdens on them.

At the least, this is a due courtesy in consulting organisations that vary considerably in size and complexity, providing an evidence base on which to make decisions. Ministers will do this engagement, supporting increased disclosures by these bodies. In the meantime, and in advance of this engagement, Members are asked to reject parts (b) and (c).

Financial and staffing implications

Reporting based on good datasets generated through controlled processes can be substantially automated and is cost-effective. This amendment provides the space and time to complete this work properly, limiting financial and staffing implications.

If approved, this amendment can therefore be implemented within existing budgets (and if not approved, the cost implications of the proposition are potentially considerable).