

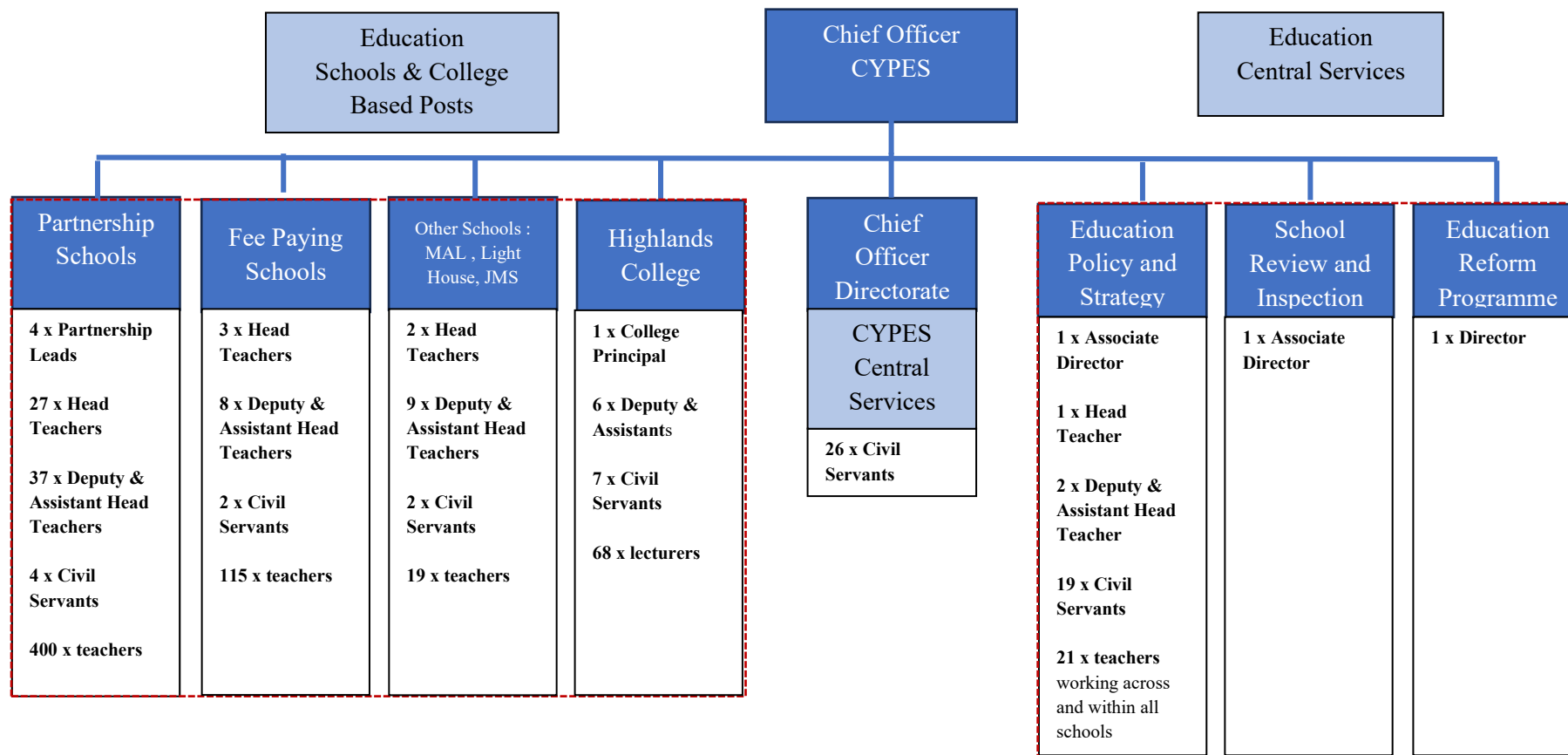
**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION AND LIFELONG LEARNING
BY DEPUTY V. LI OF ST. HELIER NORTH
QUESTION SUBMITTED ON MONDAY 7th SEPTEMBER 2026
ANSWER TO BE TABLED ON MONDAY 14th SEPTEMBER 2026**

Question

“In relation to her department, will the Minister –

- (a) provide an organisational structure chart (to include all Grade 11 or teacher-equivalent pay scale and above), showing reporting lines and distinguishing between central departmental posts and school-based leadership and teaching posts;
- (b) detail the number of full-time equivalent posts at each grade (Grade 11 and above), broken down by those filled substantively, those filled on a temporary or acting basis, and those vacant; and
- (c) advise, for each post filled temporarily, whether it is covered by interim or agency staff, the cost of that cover for the current financial year and whether active recruitment is underway; and
- (d) advise, for each vacant post, how long it has been unfilled, and whether active recruitment is underway?”

Answer



Note: Teachers paid at TCH14 and TCH15 have been included, as the salary is equivalent to Grade 11. However, roles in the teaching workforce may also receive additional allowances for undertaking responsibilities beyond their core teaching duties. Schools are allocated individual budgets for these allowances and have discretion to apply them in line with their operational requirements, staffing structures, and educational priorities. These roles have not been included.

Agency / Interim / Secondments / Act ups

Type of Appointment	Number of Posts	Description	Recruitment Status
Agency worker (Central Services)	1	Covering a role equivalent to Civil Service Grade 11 or above. A substantive appointment has been made, and the successful candidate is due to commence this term.	No recruitment requirement
Agency workers (Teaching Workforce)	1	Covering parental leave for a specialist role. This appointment is included for completeness; however, teaching/lecturing posts do not necessarily align to the equivalent of the grades requests and may therefore fall outside the scope of the question.	No recruitment requirement
Acting-up and secondments	11	Partnership Leads, Headteachers, Deputy Headteachers and Senior Specialist roles. These appointments are filled by existing Government of Jersey employees through fixed-term contracts, secondments or acting-up arrangements, not interim or agency, but are included for completeness.	No recruitment requirement
Fixed-term contracts	19	Fixed-term teaching posts supporting curriculum delivery, SEN provision, PPA cover and other teaching activities. These arrangements support operational requirements arising from parental leave, sickness absence, secondments, staff turnover, time-limited projects and other short-term service needs. These appointments are filled by Government of Jersey employees, not interim or agency, but are included for completeness.	No active recruitment

The costs associated with fixed term or acting up appointments are aligned with agreed published pay scales. Agency workers are engaged in accordance with established contractual arrangements and standard agency rates.

There are currently no live vacant posts within this group (roles equivalent to Civil Service Grade 11 and above). A live vacancy is defined as a role that is actively being advertised for recruitment.

All established posts in the structure outlined in question (a) and (b) are either substantively filled, have an appointed candidate awaiting commencement, or are being covered through arrangements such as acting-up appointments or secondments.

Note, any future recruitment to a vacancy would be subject to approval through the Workforce Expenditure Approval Request (WEAR) process, which ensures workforce requirements are fully reviewed and authorised before recruitment activity commences.