WQ.293/2025

WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD BY DEPUTY M.B. ANDREWS OF ST. HELIER NORTH QUESTION SUBMITTED ON MONDAY 30th JUNE 2025 ANSWER TO BE TABLED ON MONDAY 7th JULY 2025

Question

"Further to the response to Written Question 257/2025, in which it was stated that there had been "a rise of more than 50% in the cost of running the public sector" since 2018, will the Chair provide –

(a) the headcount of all Government employees, broken down by salary band, for each year since 2018; and
(b) details of any actions under consideration to reduce staff numbers and costs?"

Answer

(a) The table below shows Government employees, broken down by Full Time Equivalent (FTE) and salary band, at 1st January of each year since 2018.

Grade Band	2018	2019	2020	2021	2022	2023	2024	2025
CS1 - CS5 and Equivalent	819	818	826	916	881	899	883	930
CS6 - CS8 and Equivalent	1833	1823	1862	2002	2077	2207	2298	2367
CS9 - CS11 and Equivalent	2448	2436	2497	2658	2718	2897	3123	3310
CS12 - C14 and Equivalent	597	663	687	687	761	862	978	1032
CS15+ and Equivalent	333	344	361	368	406	399	426	440
Grand Total	**6031**	**6084**	**6233**	**6631**	**6843**	**7264**	**7708**	**8079**

(b) The Council of Ministers will continue to reprioritise and reduce spend.

The external recruitment freeze and restrictions on the use of consultancy will remain in place until at least March 2026. The results, so far, are as follows:

- If we had not introduced a recruitment freeze in August last year and growth had continued as before, then it is likely that we would be about 325 FTE higher in May 2025 than we actually are. Officials estimate that this is up to £23m per year avoided for now and future years.

- In the last six months, total roles have begun to stabilise with only a 43 FTE total rise, despite 76 FTE more posts in Health Care Jersey and Children, Young People, Education and Skills. Back-office departments are getting smaller.

- Consultancy and temporary staffing spend has dropped by £29m between 2023 and 2024 and that trend is expected to continue into 2025.