

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.B. ANDREWS OF ST. HELIER NORTH
QUESTION SUBMITTED ON MONDAY 14th SEPTEMBER 2026
ANSWER TO BE TABLED ON MONDAY 21st SEPTEMBER 2026**

Question

“Will the Chair advise what actions, if any, the States Employment Board intends to take to streamline the public sector workforce and Government services and if no actions are being considered, will he explain why not?”

Answer

The States Employment Board will build on the actions already taken by the previous SEB and Council of Ministers to support a more efficient, affordable and sustainable public service, while protecting frontline services and focusing resources on the priorities that matter most to Islanders.

The recruitment freeze introduced in August 2024 will continue. This action has already delivered measurable results. It is estimated, based on the previous trajectory, that approximately 515 full-time equivalent posts have been avoided by the end of 2025. This is a saving equivalent to an estimated £31 million in annual staffing costs.

Actions will also be taken to simplify internal governance and accelerate digital transformation in order to work towards a leaner and more efficient public service, with greater focus on delivery rather than process.

Together, these actions form part of a wider programme to ensure that the public service remains affordable, proportionate and focused on delivery for Islanders. Further measures will be aligned with the Common Strategic Policy and set out through the Budget, but the direction is towards a public service that must become leaner, less complex and more cost-effective.

The States Employment Board will continue to oversee workforce controls and support departments to redesign services, securing recurring savings, whilst protecting frontline services.