

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.B. ANDREWS OF ST HELIER NORTH
QUESTION SUBMITTED ON MONDAY 1st DECEMBER 2025
ANSWER TO BE TABLED ON MONDAY 8th DECEMBER 2025**

Question

“Will the Chair provide details of the current headcount of all Government employees, broken down by salary band, from 1 January 2025 to date?”

Answer

The below table shows headcount and FTE by each of our pay grades, sorted by Pay Group as of 30 November 2025. The table includes all Government employees on a Permanent, Fixed-Term or Variable contract. It excludes any staff on solely a zero-hour contract, non-states workers, agency and contingency workers and interns. Full pay grade values are available here: [Public sector pay scales](#)

Pay Group	Grade	Headcount	FTE
Civil Servants	CS02	<5	<5
Civil Servants	CS03	5	5
Civil Servants	CS04	23	19.09
Civil Servants	CS05	193	169.73
Civil Servants	CS06	495	434.89
Civil Servants	CS07	467	438.58
Civil Servants	CS08	394	372.23
Civil Servants	CS09	559	529.47
Civil Servants	CS10	572	543.79
Civil Servants	CS11	410	383.45
Civil Servants	CS12	371	362.79
Civil Servants	CS13	218	213.6
Civil Servants	CS14	104	101.91
Civil Servants	CS15	80	78.98
Civil Servants	REMUNERATE	<5	<5
Civil Servants	SPOTSALARY	<5	<5
Civil Servants	TIER 0	<5	<5
Civil Servants	TIER 1	9	9
Civil Servants	TIER 2	39	39
Civil Servants	TIER 3	25	25
Civil Servants	TIER RJ 3	5	5
Civil Servants	TIER RJ 4	<5	<5
Civil Servants – Apprentices	ACS06	<5	<5
Civil Servants – Apprentices	ACS07	<5	<5
Civil Servants – Apprentices	ACS08	5	5
Civil Servants – Apprentices	ACS09	6	5.61
Civil Servants – Apprentices	ACS10	<5	<5
Civil Servants – Judiciary	JUD1	<5	<5

Civil Servants – Judiciary	JUD2	<5	<5
Civil Servants – Judiciary	JUD3	<5	<5
Civil Servants – Judiciary	JUD4	<5	<5
Civil Servants – Judiciary	JUD5	<5	<5
Civil Servants – Legal Advisers	ALA1	<5	<5
Civil Servants – Legal Advisers	ALA2	<5	<5
Civil Servants – Legal Advisers	ALA3	<5	<5
Civil Servants – Legal Advisers	ALA4	<5	<5
Civil Servants – Legal Advisers	ALA5	11	10.28
Civil Servants – Legal Advisers	LADV1	9	8.41
Civil Servants – Legal Advisers	LADV2	25	23.27
Civil Servants – Legal Advisers	LADV3	11	10.48
Civil Servants – Legal Advisers	PLADV1	<5	<5
Civil Servants – Legal Advisers	SLADV1	7	7
Civil Servants – Legislative Drafters	ALD	7	6.8
Civil Servants – Legislative Drafters	SALD	<5	<5
Civil Servants – Legislative Drafters	SLD	<5	<5
Civil Servants – Paralegals / Conveyancers	PL	<5	<5
Crown States Legal Appointment	CROWN	<5	<5
Crown States Legal Appointment	SPOTSALARY	<5	<5
Crown States Legal Appointment	TIER 3	<5	<5
Doctors and Consultants	CFELNEW	33	32.95
Doctors and Consultants	CONN	107	102.35
Doctors and Consultants	FY1	20	20
Doctors and Consultants	FY2	20	19.91
Doctors and Consultants	SAS	20	19.05
Doctors and Consultants	SGR	63	60.5
Doctors and Consultants	ST1	5	5
Doctors and Consultants	ST2	6	5.6
Fire & Rescue	FRCC	10	10
Fire & Rescue	FRFF	44	44
Fire & Rescue	FRSC	7	7
Fire & Rescue	FRWC	13	13
Fire & Rescue	ROCC	5	5
Fire & Rescue	ROFF	31	31
Fire & Rescue	ROWC	<5	<5
Fire & Rescue	TIER 3	<5	<5
Heads & Deputies	LEAD	86	85.4
Manual Workers	ATM01	5	5
Manual Workers	EW02	<5	<5
Manual Workers	EW05	12	12
Manual Workers	EW07	5	5
Manual Workers	EW08	6	6
Manual Workers	EW09	<5	<5
Manual Workers	EW10	<5	<5
Manual Workers	EW11	<5	<5
Manual Workers	MW01	35	24.22
Manual Workers	MW02	172	151.1

Manual Workers	MW03	157	115.75
Manual Workers	MW04	132	128.67
Manual Workers	MW05	136	131.66
Manual Workers	MW06	55	54.3
Manual Workers	MW07	33	33
Manual Workers	MW08	5	5
Manual Workers	TECH08	44	44
Manual Workers	TECH09	5	5
Manual Workers	TECH10	18	18
Manual Workers	TRM01	<5	<5
Nurses & Midwives	NM01	256	246.56
Nurses & Midwives	NM02	114	109.7
Nurses & Midwives	NM03	22	21.2
Nurses & Midwives	NM04	371	354.04
Nurses & Midwives	NM05	193	179.25
Nurses & Midwives	NM06	120	113.03
Nurses & Midwives	NM07	56	55.67
Nurses & Midwives	NM08	18	17.91
Nurses & Midwives	NMC8	<5	<5
Nurses & Midwives	NMD8	<5	<5
Nurses & Midwives	NMP4	24	23.4
Nurses & Midwives	NMP5	<5	<5
Police	CINS	<5	<5
Police	INSR	13	13
Police	PLCO	139	136.72
Police	SGNT	35	34.95
Police	SUPT	<5	<5
Police	TIER 2	<5	<5
Prison	PRIS	51	50.77
Prison	PROP	34	34
Prison	PSM1	<5	<5
Prison	PSO	13	13
Prison	PSS2	11	11
Prison	PSS3	<5	<5
Prison	TIER 3	<5	<5
Prison	UNIM	<5	<5
Teachers & Lecturers	AET	<5	<5
Teachers & Lecturers	TCH1	1,039	972.24
Teaching Assistants & Education Support Staff	ESSF03	19	<5
Teaching Assistants & Education Support Staff	ESSF04	27	12.28
Teaching Assistants & Education Support Staff	ESSF05	232	147.91
Teaching Assistants & Education Support Staff	ESSF06	291	199.4
Teaching Assistants & Education Support Staff	ESSF07	154	112.09

Teaching Assistants & Education Support Staff	ESSF08	59	48.1
Teaching Assistants & Education Support Staff	ESSF09	10	8.23
Variable grade/Job	VAR1	6	<5
Work Force Modernisation	CS12	<5	<5
Work Force Modernisation	WFMC	67	63.42
Work Force Modernisation	WFMD	53	50.75
Work Force Modernisation	WFME	37	36.67
Work Force Modernisation	WFMF	14	14
Work Force Modernisation	WFMG	<5	<5
Work Force Modernisation	WFMH	<5	<5
Work Force Modernisation	WFMI	<5	<5