



PUBLIC SECTOR STAFFING STATISTICS

As on 31 December 2025

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Note

The publication of this report has been delayed to align with the Annual Report and Accounts publication.

Introduction

The Council of Ministers and the States Employment Board (SEB) are committed to increasing statistical reporting relating to the public sector workforce. Data will be published at a minimum 6 monthly intervals on gov.je and titled 'Public Sector Staffing Statistics'. The breadth of data included in these reports will grow over time, and will align with our Annual Reports and Accounts, as well as our Gender Pay Gap reporting.

Staff Composition by Department and Pay group

Employees working in more than one Department, are counted once per Department, with the overall Government of Jersey grand total only counting them once. States of Jersey include the Government of Jersey and Non-Ministerial Departments. Employees who hold more than one role in a single Department are counted only once, for their main role. An employees' main role is defined as the one that holds the most working hours per week. If an employee has multiple roles in the same department, with the same working hours per week, the role they commenced first is counted as their main role. The total full time equivalent (FTE) for all roles held by an employee is included in the FTE figures. It is possible for an individual to have an FTE greater than 1 across all roles held. However, no singular posts can hold a value over 1 FTE.

The 'Civil Servants' pay group encompasses all public servants not in a specialist pay group and so includes all roles paid according to the [Civil Service pay scales](#), as well as Personal Contract Holders such as Chief Officers, but excludes [Allied Health Professionals](#) which are separated out in the table. 'Civil Servants' include front-line roles such as psychologists, dental nurses and social workers, as well as non-clinical support staff, such as medical secretaries and ward clerks in Health and Care Jersey. 'Civil Servants' also encompasses a wide range of roles in supporting functions, such as customer service, human resources, policy, digital and finance.

Headcount refers to the total number of individuals employed by the States of Jersey, regardless of their work schedule or hours. FTE is a metric that converts the total hours worked by all employees into the equivalent number of FTE's. A 'pay group' is a classification system that organises and standardises pay scales for public sector employees. Pay groups are designed to ensure a structured, fair, and consistent approach to employee compensation across different roles and departments within the public sector. Outlined in the [public sector pay scales](#).

To ensure consistency with Labour Market Reports, produced by Stats Jersey, we have amended our methodology on how we report on those employees who are solely on zero-

hour contracts. As from 31 December 2025, only employees who were paid in the applicable month of the report will be included.

Table 1: Headcount, Full Time Equivalent and Staff Composition by Contract Type

Department / Pay group	Staff Composition by Contract Type		Total Headcount and FTE		Zero Hour
	Permanent	Fixed Term	Headcount	FTE	
Cabinet Office	151	16	167	160	0
Civil Servants				160	
Children, Young People, Edu & Skills	2778	173	2951	2490	273
Allied Health Professional				6	
Civil Servants				533	
Heads and Deputies				86	
Manual Workers				131	
Nurses and Midwives				17	
Residential Childcare Officers, Youth Service, Family Support Workers				117	
Teachers and Lecturers				983	
Teaching Assistants				618	
Department for the Economy	74	0	74	71	0
Civil Servants				71	
Department of External Relations	13	3	16	15	0
Civil Servants				15	
Digital Services	163	14	177	175	1
Civil Servants				175	
Nurses and Midwives				0	
Employment, Social Security and Housing	265	20	285	270	3
Allied Health Professional				3	
Civil Servants				267	
Health and Care Jersey	2808	186	2994	2841	212
Allied Health Professional				172	
Ambulance				54	
Civil Servants				908	
Doctors and Consultants				222	
Junior and Trainee Doctors				50	
Manual Workers				323	
Nurses and Midwives				1112	
Infrastructure and Environment	694	31	725	705	22
Civil Servants				424	
Legal Appointments				0	
Manual Workers				281	
Justice and Home Affairs	708	25	733	737	4
Civil Servants				277	
Fire and Rescue				141	
Manual Workers				9	
Nurses and Midwives				1	

Department / Pay group	Staff Composition by Contract Type		Total Headcount and FTE		Zero Hour
	Permanent	Fixed Term	Headcount	FTE	
Police				191	
Prison				118	
Non-Ministerial Departments	309	6	315	293	4
Bailiff's Chambers				18	
Estab. of H.E. Lt. Governor				12	
Judicial Greffe				50	
Law Officers' Department				96	
Probation Service				30	
States Greffe				60	
Viscount's Department				28	
People Services	130	2	132	126	7
Civil Servants				119	
Manual Workers				5	
Nurses and Midwives				2	
Treasury and Exchequer	340	27	367	360	6
Civil Servants				360	
Government of Jersey grand total	8411	502	8908	8239	528

Notes:

- Report only includes Zero Hour employees who have worked in the previous 12 months.
- The 'Manual Workers' includes roles in catering, gardening / caretaking, housekeeping and minibus drivers
- The 'Residential Childcare Officers, Youth Service, Family Support Workers' roles belong to a pay group referred to as Workforce Modernisation.
- In previous reports, the Cabinet Office was previously reported separately as the Office of the Chief Executive and Strategic Policy, Planning and Performance. Digital Services and People Services were previously reported as Chief Operating Office.

Headcount changes

Despite the difficult recruitment market and challenges in bringing new starters into Jersey, recruitment activity has successfully filled long term vacancies in front line departments (Children, Young People, Education and Skills and Health and Care Jersey) collectively by over 300 FTE through 2025 across all pay groups. This includes the addition of:

- 45 Educational Support roles (formerly referred to as Teaching Assistants),
- 20 Doctors and Consultants,
- 132 Civil Servant roles, including roles moved into HCJ from other departments as detailed in the Annual Report and Accounts. These Civil Servant roles include clinical roles such as [Allied Health Professionals](#), Psychology / Psychotherapy / Other Mental Health Clinical Roles, Social and Support Workers and other Clinical

Practitioners. It also includes Pharmacology, Biomedical Scientists and Pathology roles.

- 64 Nurses and Midwives.

Excluding Children, Young People, Education and Skills and Health and Care Jersey, the Government of Jersey has seen a total headcount decrease of -5.7% and FTE decrease of -4.2%.

Further details regarding public sector headcount changes and curbing the growth will be available in the 2025 Remuneration and Staff report in the Annual Report and Accounts due to be published in April 2026.

Chart 1: Total headcount and full-time equivalent comparison of 31 December 2024 to 31 December 2025

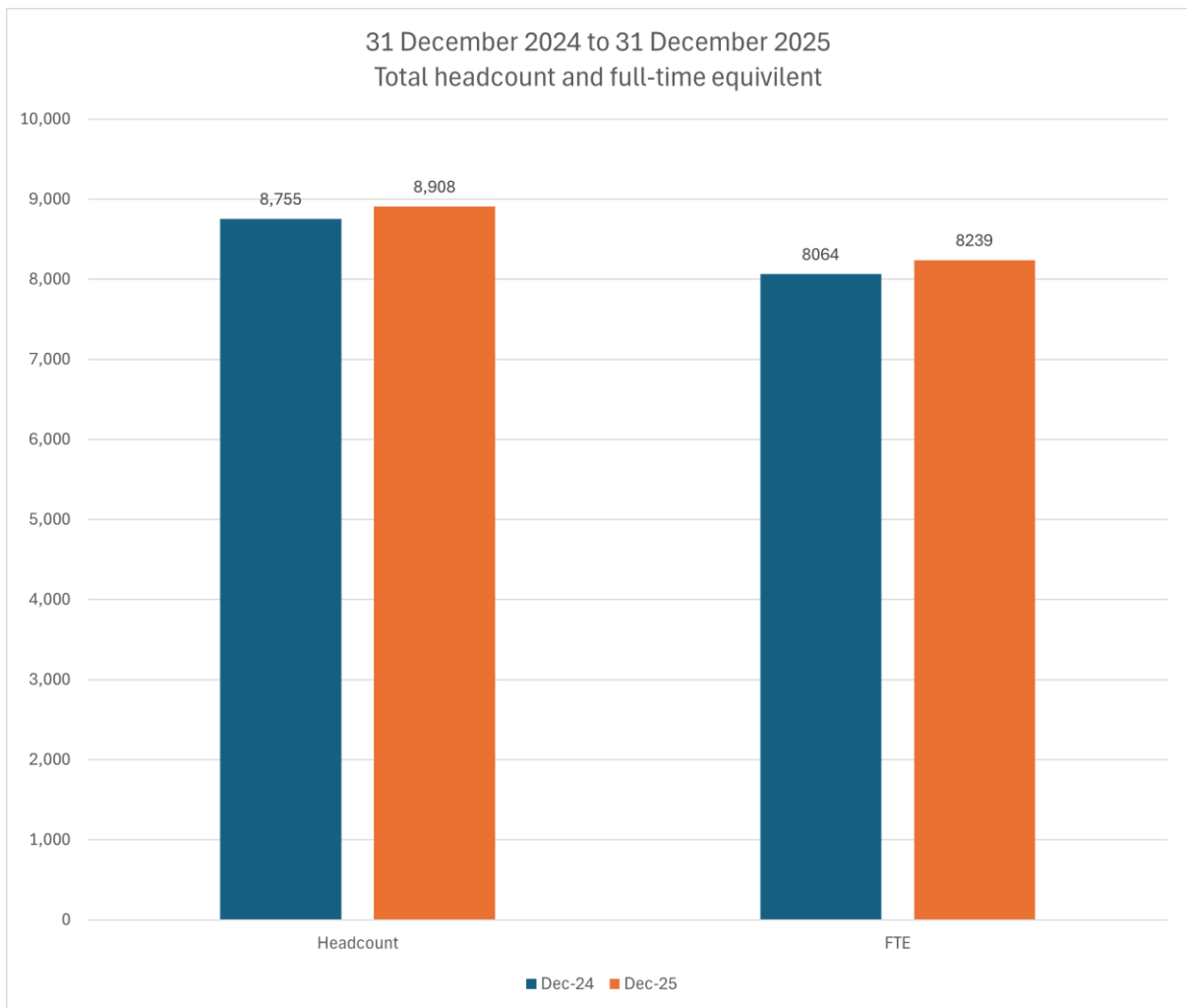
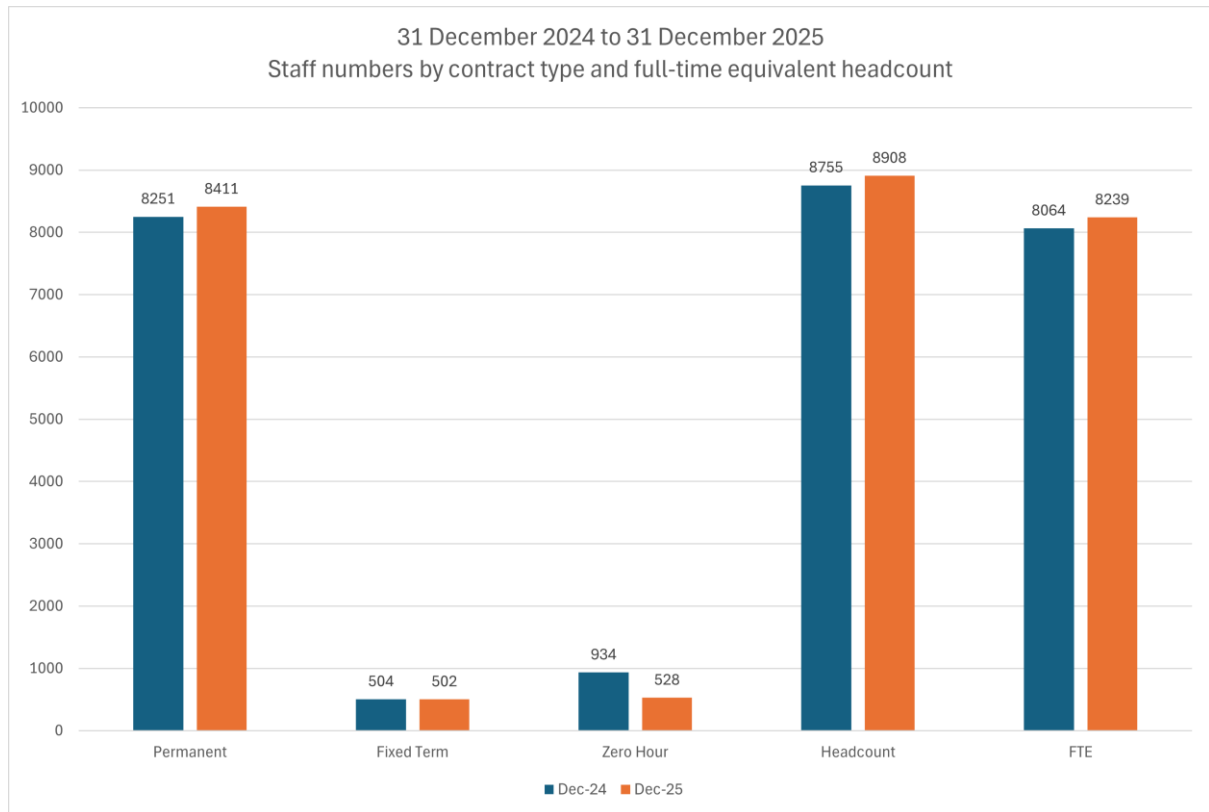


Chart 2: Staff numbers by contract type: comparison of 31 December 2024 to 31 December 2025



Full time / Part-time Composition by Gender and Department

Percentages are based on each departments' full-time equivalent (FTE) headcount.

Table 2: Full-time / Part-time Composition by Gender and Department

Department	FTE	Percentage Females	Percentage Males	Female		Male	
				Full Time	Part Time	Full Time	Part Time
Cabinet Office	160	57.9%	42.1%	82.0%	18.0%	96.3%	3.7%
Children, Young People, Education & Skills	2490	74.9%	25.1%	56.0%	44.0%	84.6%	15.4%
Department for the Economy	71	49.0%	51.0%	83.1%	16.9%	93.7%	6.3%
Department of External Relations	15	64.1%	35.9%	91.7%	8.3%	90.9%	9.1%
Digital Services	175	23.9%	76.1%	88.3%	11.7%	99.0%	1.0%
Employment, Social Security and Housing	270	59.8%	40.2%	78.8%	21.2%	89.3%	10.7%

Department	FTE	Percentage Females	Percentage Males	Female		Male	
				Full Time	Part Time	Full Time	Part Time
Health and Care Jersey	2841	69.1%	30.9%	83.6%	16.4%	96.1%	3.9%
Infrastructure and Environment	705	24.6%	75.4%	86.0%	14.0%	96.3%	3.7%
Justice and Home Affairs	737	34.4%	65.6%	90.7%	9.3%	98.5%	1.5%
Non-Ministerial Departments	293	62.7%	37.3%	80.5%	19.5%	95.4%	4.6%
People Services	126	78.8%	21.2%	82.3%	17.7%	97.5%	2.5%
Treasury and Exchequer	360	58.0%	42.0%	90.9%	9.1%	100.0%	0.0%
Government of Jersey total	8239	61.7%	38.3%	74.0%	26.0%	94.3%	5.7%

Note: Individuals who have opted out of disclosing their gender have been excluded from the calculations.

Vacancies (by Department and Pay Group)

Vacancies are defined as those roles active on our internal and external careers site as at the report date. Actual vacancies reported on here are different from budgeted vacant posts. As from 5th August 2024, a recruitment freeze for non-essential senior roles was announced and implemented at the Government of Jersey. In April 2025, the freeze was also expanded to include Civil Service roles at a grade 9 and above, as well as all non-clinical, non-teaching and non-social worker roles in Health and Care Jersey and Children, Young People, Education and Skills. The freeze was further extended to include all non-essential roles, regardless of grade level, on the 18th December 2025.

Vacancy rate percentages are calculated as the number of vacant roles by department divided by the departments full-time equivalent headcount. Any Department or Pay Group not included in the below table is due to no current vacancies being listed.

Table 3: Vacancies by Department and Pay Group

Department / Vacancy Type	Fixed Term	Permanent	Grand Total	Vacancy Rate
Children, Young People, Education & Skills	6	19	25	1.0%
Civil Servant			8	
Teachers			6	
Teaching Assistants			5	
Manual Workers			2	
Nurses and Midwives			2	
Social Work			2	

Department / Vacancy Type	Fixed Term	Permanent	Grand Total	Vacancy Rate
Digital Services	2		2	1.1%
Civil Servant			2	
Employment, Social Security and Housing	2	1	3	1.1%
Civil Servant			3	
Health and Care Jersey	2	23	25	0.9%
Doctors and Consultants			9	
Civil Servant			8	
Nurses and Midwives			7	
Ambulance			1	
Infrastructure and Environment		3	3	0.4%
Civil Servant			2	
Manual Workers			1	
Justice and Home Affairs		1	1	0.1%
Civil Servant			1	
Non-Ministerial Department		10	10	3.4%
Civil Servant			10	
People Services		1	1	0.8%
Civil Servant			1	
Treasury and Exchequer	1		1	0.3%
Civil Servant			1	
Government of Jersey grand total	13	58	71	0.9%

Staff Turnover Rates (by Department)

Employee turnover is calculated as the total number of leavers over the previous rolling 12-month period, divided by the average headcount for the period (excluding employees solely on zero-hour contracts). The below table calculates the period 01 January 2025 to 31 December 2025 and includes the comparative figure for the period 01 January 2024 to 31 December 2024.

Voluntary Turnover is defined as any leaver who voluntarily leaves the organisation, i.e. they resign. Involuntary Turnover includes End of Fixed Term Contracts, Compulsory Redundancies, and any type of Dismissal.

Whilst exact employee pay group (i.e. manual worker, civil servant, teacher etc) and time period comparisons to the UK Civil Service and NHS are not possible, figures published 8 January 2026 indicate that the States of Jersey is doing comparatively well in terms of staff turnover.

For comparison, the October 2025 [NHS staff turnover rate](#) was 9.4%, a slight decrease from the previous year's figure of 9.7%. By comparison, turnover for Health and Care Jersey as at 31st December 2025 was 7.2%. This was the same as the turnover rate for the department in 2024.

The proportion of staff leaving the [UK civil service altogether](#) remained at its post-pandemic peak of 9% with turnover being the highest in the centre of the UK government, at 6.2% in the UK Treasury and 7.7% in the UK Cabinet Office.

Please note when reading the below tables, that smaller departments (in terms of headcount) may show a high turnover rate, even if there have only been a small number of leavers, whilst a larger department (in terms of headcount) may have a comparatively high number of leavers but a low turnover rate. Any department with less than 10 leavers in the period has been redacted for data protection reasons.

Table 4: Turnover for the period 01 January 2025 to 31 December 2025

Department	Involuntary Turnover Percentage	Retirement Turnover Percentage	Voluntary Turnover Percentage	Total Turnover Percentage
Cabinet Office	2.4%	0.0%	6.5%	8.9%
Children, Young People, Education & Skills	0.6%	0.9%	5.9%	7.4%
Digital Services	0.0%	1.1%	1.6%	2.7%
Department for the Economy	0.0%	1.3%	9.4%	10.7%
Department of External Relations	Redacted			
Employment, Social Security and Housing	0.4%	0.0%	5.7%	6.1%
Health and Care Jersey	1.4%	0.6%	5.1%	7.1%
Infrastructure and Environment	0.7%	2.9%	5.6%	9.2%
Justice and Home Affairs	0.8%	1.1%	4.3%	6.2%
Non-Ministerial Departments	1.6%	1.6%	4.7%	7.9%
People Services	0.0%	0.0%	6.7%	6.7%
Treasury and Exchequer	0.8%	0.5%	2.9%	4.2%
Government of Jersey Total	1.0%	0.9%	5.2%	7.2%

Table 5: Turnover for the period 01 January 2024 to 31 December 2024

Department	Involuntary Turnover Percentage	Retirement Turnover Percentage	Voluntary Turnover Percentage	Total Turnover Percentage
Cabinet Office	0.5%	0.5%	13.1%	14.1%
Children, Young People, Education & Skills	0.8%	0.8%	5.5%	7.1%
Digital Services	0.0%	1.5%	5.0%	6.5%
Department for the Economy	1.3%	1.3%	11.4%	14.0%
Department of External Relations	Redacted			
Employment, Social Security and Housing	1.0%	1.4%	7.6%	10.0%
Health and Care Jersey	1.2%	0.6%	5.4%	7.2%
Infrastructure and Environment	1.1%	1.8%	4.5%	7.4%
Justice and Home Affairs	0.6%	1.2%	3.6%	5.4%
Non-Ministerial Departments	0.3%	0.0%	4.3%	4.6%
People Services	2.0%	0.7%	6.7%	9.4%
Treasury and Exchequer	1.1%	0.3%	4.8%	6.2%
Government of Jersey Total	0.9%	0.8%	5.2%	7.1%

Background

[Proposition 69](#), as amended ([P.69/2023 Amd.2](#)), requires the States Employment Board to publish Public Sector Staffing Statistics, in line with the Code of Practice on Statistics, inclusive of:

- 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;
- the number of vacancies in each Government department; and
- staff turnover in each Government department;

The proposition requires the data to be published at 6-monthly intervals. Data will be published as 'Public Sector Staffing Statistics' reports on gov.je.

* 'Contracted staff' are labelled as 'permanent' employees in the tables above