

PUBLIC SECTOR STAFFING STATISTICS

As at 31 March 2025

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1.0 Introduction

The Council of Ministers and the States Employment Board (SEB) are committed to increasing statistical reporting relating to the public sector workforce. This is the fourth of such reports. 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.

2.0 Staff Composition by Department and Paygroup

Employees working in more than one Department, are counted once per Department, with the overall States of Jersey 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. Full-Time Equivalent (FTE) is a metric that converts the total hours worked by all employees into the equivalent number of full-time employees. 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.

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

Department / Pay Group	Staff Composition by Contract Type			Total Headcount and FTE	
	Permanent	Fixed Term	Zero Hour*	Headcount	FTE
Health and Care Jersey	2,609	161	486	3,256	2,623
Nurses and Midwives					1,063
Civil Servants					825
Manual Workers					314
Doctors and Consultants					196
Allied Health Professional					174
Junior and Trainee Doctors					51
Children, Young People, Edu & Skills	2,785	152	415	3,352	2,477
Teachers and Lecturers					987
Civil Servants					625
Teaching Assistants					508
Manual Workers***					126
Residential Childcare Officers, Youth Service, Family Support Workers**					124
Heads and Deputies					87
Nurses and Midwives					14
Allied Health Professional					7
Justice and Home Affairs	771	30	19	820	783
Civil Servants					287
Police					197
Prison					117

Fire and Rescue					110
Ambulance**					51
Manual Workers					21
Nurses and Midwives					1
Infrastructure and Environment	682	40	36	758	701
Civil Servants					423
Manual Workers					277
Legal Appointments					1
Treasury and Exchequer	360	15	5	380	368
Civil Servants					368
Non-Ministerial Departments	302	10	15	327	291
Law Officers' Department					90
States Greffe					62
Judicial Greffe					49
Probation Service					32
Viscount's Department					29
Bailiffs Chambers					18
Estab. of H.E. Lt. Governor					12
Employment, Social Security and Housing	271	16	3	290	272
Civil Servants					266
Manual Workers					4
Allied Health Professional					2
Digital Services	162	28	1	191	188
Civil Servants					182
Nurses and Midwives					6
Cabinet Office****	160	16	14	190	164
Civil Servants					164
People Services	137	12	8	157	143
Civil Servants					137
Manual Workers					5
Nurses and Midwives					1
Department for the Economy	73	1		74	72
Civil Servants					71
Police					1
Department of External Relations	16	2		18	18
Civil Servants					18
Grand Total	8,324	482	1,002	9,808	8,099

* Only Zero Hour employees who have worked in the previous 12 months are included

** These roles belong to a pay group referred to as [Workforce Modernisation](#)

*** includes roles in catering, gardening / caretaking, housekeeping and minibus drivers

**** In previous reports, the Cabinet Office was previously reported separately as the Office of the Chief Executive and Strategic Policy, Planning and Performance.

Pay scales for all Government of Jersey pay groups are published and are available here:

[Public sector pay scales \(gov.je\)](https://gov.je/public-sector-pay-scales)

Historical staffing figures are available in our Annual Report and Accounts:

2024: [States of Jersey Group 2024 Annual Report and Accounts](#) Page 135

2023: [States of Jersey Group 2023 Annual Report and Accounts](#) Page 167

2022: [States of Jersey Group 2022 Annual Report and Accounts](#) Page 184

2021: [States of Jersey Group 2021 Annual Report and Accounts](#) Page 12

3.0 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
Health and Care Jersey	2,623	70.7%	29.3%	56.4%	14.3%	24.4%	4.9%
Children, Young People, Edu & Skills	2,477	74.9%	25.1%	41.7%	33.2%	21.4%	3.7%
Justice and Home Affairs	783	35.4%	64.6%	32.4%	3.0%	63.0%	1.6%
Infrastructure and Environment	701	23.8%	76.2%	20.2%	3.6%	73.3%	2.9%
Treasury and Exchequer	368	57.5%	42.5%	52.5%	5.0%	41.9%	0.7%
Non-Ministerial Departments	291	63.9%	36.1%	52.1%	11.9%	34.3%	1.7%
Employment, Social Security and Housing	272	61.1%	38.9%	47.9%	13.2%	34.6%	4.3%
Digital Services	188	24.3%	75.7%	21.8%	2.5%	75.0%	0.7%
Cabinet Office	164	58.6%	41.4%	48.2%	10.3%	40.0%	1.4%
People Services	143	75.5%	24.5%	64.3%	11.1%	24.0%	0.5%
Department for the Economy	72	46.7%	53.3%	40.4%	6.3%	50.2%	3.2%
Department of External Relations	18	61.1%	38.9%	61.1%	0.0%	38.9%	0.0%
Grand Total	8,099	61.8%	38.2%	44.8%	17.0%	34.8%	3.4%

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

Full-time / Part-time Composition by Gender and Department for 2021 and 2022 is available in the Departmental Reports, in the Annex of the Gender Pay Gap report which is available [here](#). The 2023 and 2024 Gender Pay Gap report are available [here](#).

4.0 Vacancies (by Department and Paygroup)

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 is currently in place until the end of March 2026.

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
Health and Care Jersey	1	18	19	0.7%
Nurses and Midwives	1	6	7	
Civil Servants		8	8	
Doctors and Consultants		4	4	
Children, Young People, Edu & Skills	5	20	25	1.0%
Teachers	4	11	15	
Teaching Assistants		6	6	
Civil Servants	1		1	
Social Work		1	1	
Nurses and Midwives		1	1	
Manual Workers		1	1	
Infrastructure and Environment		5	5	0.7%
Civil Servants		4	4	
Manual Workers		1	1	
Justice and Home Affairs		7	7	0.9%
Civil Servants		3	3	
Fire and Rescue		2	2	
Police		1	1	
Manual Workers		1	1	
Cabinet Office	4	1	5	2.4%
Civil Servants	4	1	5	
Non-Ministerial Departments		2	2	0.7%
Civil Servants		2	2	
People Services		2	2	1.4%
Civil Servants		2	2	
Treasury and Exchequer	1	1	2	0.5%
Civil Servants	1	1	2	
Grand Total	11	56	67	0.8%

5.0 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 April 2024 – 31 March 2025 and includes the comparative figure for the period 01 April 2023 – 31 March 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 during 2023 and early 2024 indicate that the States of Jersey is doing comparatively well in terms of staff turnover. For comparison, the August 2023 [NHS staff turnover rate](#) was 8.3%, down from 9.4% in August 2022. 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 26.2% in the UK Treasury and 23.7% 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 April 2024 to 31 March 2025

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Cabinet Office	9.8%	3.0%	0.8%	13.6%
Department for the Economy	9.0%	1.3%	2.6%	12.9%
People Services	7.1%	1.3%	0.6%	9.0%
Employment, Social Security and Housing	7.2%	0.3%	1.4%	8.9%
Infrastructure and Environment	4.6%	1.0%	2.1%	7.8%
Health and Care Jersey	5.9%	0.9%	0.6%	7.5%
Children, Young People, Education & Skills	5.0%	0.8%	0.9%	6.8%
Digital Services	4.1%	1.0%	1.5%	6.6%
Justice and Home Affairs	4.0%	0.8%	1.1%	6.0%
Treasury and Exchequer	4.3%	1.1%	0.5%	5.9%
Non-Ministerial Departments	4.2%	0.6%	0.6%	5.5%
Department of External Relations	Redacted			
Government of Jersey Total	5.4%	0.9%	1.0%	7.2%

Table 5: Turnover for the period 01 April 2023 to 31 March 2024

Department	Voluntary Turnover Percentage	Involuntary Turnover Percentage	Retirement Turnover Percentage	Total Turnover Percentage
Cabinet Office	5.2%	3.7%	0.4%	9.3%
Department for the Economy	7.2%			7.2%
People Services	10.8%	3.6%	1.8%	16.2%
Employment, Social Security and Housing	6.8%	2.0%	1.0%	9.9%
Infrastructure and Environment	5.0%	0.9%	3.1%	9.1%
Health and Care Jersey	4.2%	1.4%	1.1%	6.6%
Children, Young People, Education & Skills	6.4%	1.1%	0.8%	8.3%
Digital Services	2.4%	0.5%	0.5%	3.4%
Justice and Home Affairs	3.2%	0.1%	1.9%	5.2%
Treasury and Exchequer	6.9%	1.2%		8.1%
Non-Ministerial Departments	4.1%	1.3%	1.7%	7.2%
Department of External Relations	Redacted			
Government of Jersey Total	5.3%	1.5%	1.2%	8.0%

6.0 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. This is the second of such reports.

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