PUBLIC SECTOR STAFFING STATISTICS

As on 31 March 2026

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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. 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 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 30 September 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	**149**	**15**	**164**	**157**	**0**
Civil Servants				157	
Children, Young People, Education & Skills	**2,811**	**157**	**2,968**	**2,496**	**250**
Allied Health Professional				5	
Civil Servants				539	
Heads and Deputies				85	
Manual Workers				132	
Nurses and Midwives				19	
Residential Childcare Officers, Youth Service, Family Support Workers				113	
Teachers and Lecturers				985	
Teaching Assistants				619	
Department for the Economy	**67**	**1**	**68**	**65**	**0**
Civil Servants				65	
Department of External Relations	**14**	**2**	**16**	**16**	**0**
Civil Servants				16	
Digital Services	**144**	**15**	**159**	**157**	**1**
Civil Servants				157	
Employment, Social Security and Housing	**261**	**23**	**284**	**269**	**0**
Allied Health Professional				3	
Civil Servants				266	
Health and Care Jersey	**2,871**	**161**	**3,032**	**2,877**	**224**
Allied Health Professional				197	
Ambulance				36	
Civil Servants				935	
Doctors and Consultants				191	
Junior and Trainee Doctors				80	
Manual Workers				322	
Nurses and Midwives				1,116	
Infrastructure and Environment	**699**	**20**	**719**	**698**	**28**
Civil Servants				425	
Manual Workers				273	
Justice and Home Affairs	**710**	**23**	**733**	**735**	**3**
Civil Servants				274	
Fire and Rescue				140	
Manual Workers				9	
Police				197	
Prison				116	
Non-Ministerial Departments	**315**	**6**	**321**	**299**	**2**
Bailiff's Chambers				19	
Establishment of H.E. Lt. Governor				12	
Judicial Greffe				49	
Law Officers' Department				97	
Probation Service				30	
States Greffe				64	
Viscount's Department				28	
People Services	**124**	**8**	**132**	**125**	**5**
Civil Servants				119	
Manual Workers				5	
Nurses and Midwives				2	
Treasury and Exchequer	**344**	**25**	**369**	**361**	**2**
Civil Servants				361	
Government of Jersey total	**8,488**	**455**	**8,943**	**8,255**	**512**

Notes:

- Report only includes Zero Hour employees who have worked in the current month. And excludes non manual states workers, Jersey Overseas Aid workers, JOIC and any form of Interns.
- 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.
- All headcount data now exclude interns.

3.0 Headcount changes

The total percentage headcount change for the Government of Jersey comparing March 2025 to March 2026 was an increase 1.9%, with an FTE increase of 2.0%.

Excluding Children, Young People, Education and Skills, and Health and Care Jersey, the Government of Jersey has seen a total headcount decrease of -4.5% and FTE decrease of -4.1%.

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 March 2025 – 31 March 2026

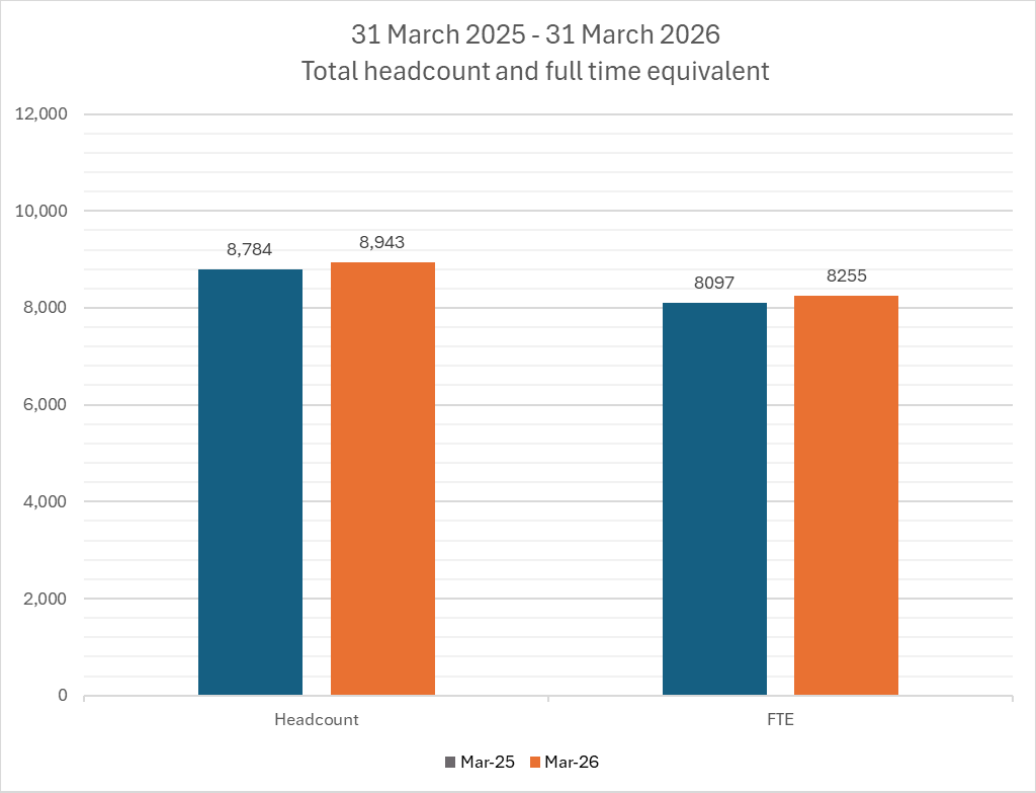
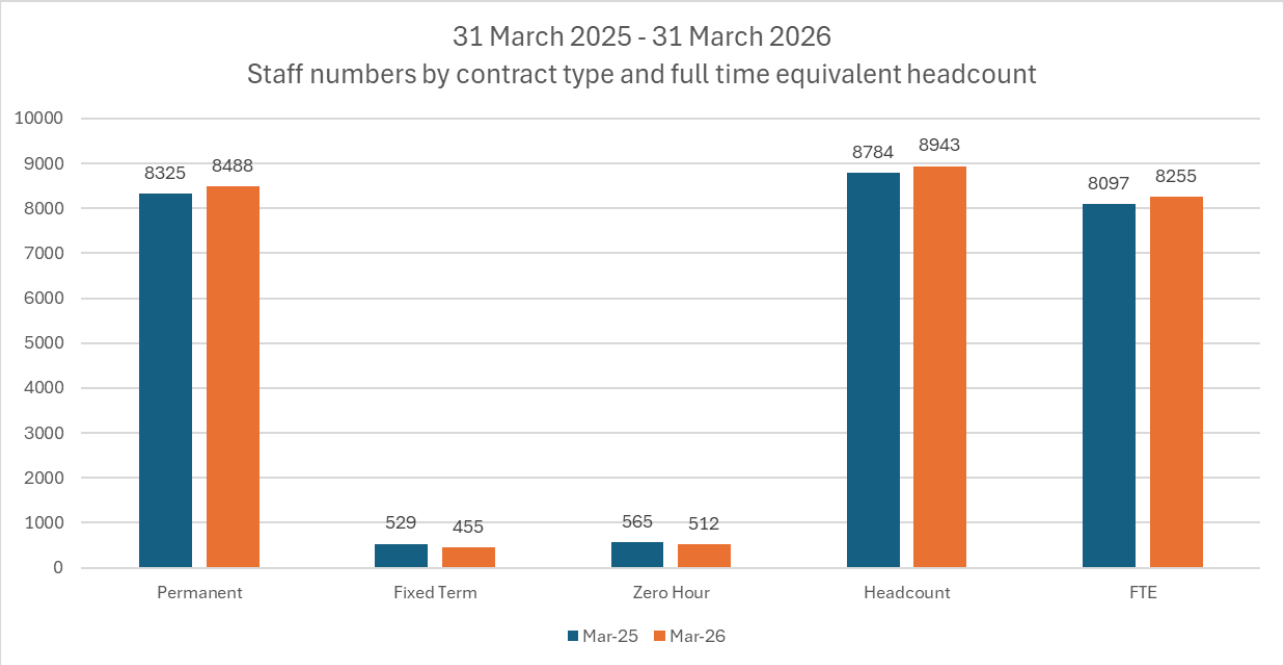


Chart 2: Staff numbers by contract type comparison of 31 March 2025 – 31 March 2026



Note: There has been a chance in process for calculating Zero Hour staff since the previous quarter 1 report was produced. The figure shown has been recalculated with this new method.

Table 2: Total headcount and full-time equivalent comparison between quarters

Department	Headcount				FTE			
	Q1 - Q2 2025	Q2 - Q3 2025	Q3 - Q4 2025	Q4 2025 - Q1 2026	Q1 - Q2 2025	Q2 - Q3 2025	Q3 - Q4 2025	Q4 2025 - Q1 2026
Cabinet Office	-8	-4	4	0	-8	-4	4	-4
Children, Young People, Education & Skills	7	1	4	19	8	-5	8	8
Department for the Economy	1	0	-1	-6	0	1	-1	-6
Department of External Relations	-1	0	-1	0	-1	-1	-1	1
Digital Services	-4	-1	-8	-18	-4	-1	-8	-18
Employment, Social Security and Housing	-5	1	2	-1	-4	0	3	-1
Health and Care Jersey	42	123	63	38	37	122	61	37
Infrastructure and Environment	18	-8	-7	-6	16	-9	-5	-5
Justice and Home Affairs	2	-80	10	0	15	-81	21	-2
Non-Ministerial Departments	5	6	-8	6	5	4	-6	5
People Services	-3	-10	-4	0	-3	-10	-5	0
Treasury and Exchequer	-5	8	-11	2	-4	8	-11	1
Grand Total	**71**	**12**	**41**	**35**	**56**	**23**	**60**	**17**

4.0 Full time / Part-time Composition by Gender and Department

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

Table 3: 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	157	58.6%	41.4%	81.7%	18.3%	92.7%	7.3%
Children, Young People, Education & Skills	2496	74.7%	25.3%	55.8%	44.2%	84.0%	16.0%
Department for the Economy	65	49.8%	50.2%	84.2%	15.8%	93.0%	7.0%
Department of External Relations	16	66.7%	33.3%	100.0%	0.0%	100.0%	0.0%
Digital Services	157	22.1%	77.9%	90.7%	9.3%	98.9%	1.1%
Employment, Social Security and Housing	269	59.9%	40.1%	78.1%	21.9%	89.2%	10.8%
Health and Care Jersey	2877	68.8%	31.2%	83.7%	16.3%	96.1%	3.9%
Infrastructure and Environment	698	24.5%	75.5%	84.4%	15.6%	96.4%	3.6%
Justice and Home Affairs	735	34.2%	65.8%	89.8%	10.2%	98.2%	1.8%
Non-Ministerial Departments	299	62.6%	37.4%	81.3%	18.7%	95.5%	4.5%
People Services	125	78.0%	22.0%	81.1%	18.9%	97.5%	2.5%
Treasury and Exchequer	361	57.9%	42.1%	89.7%	10.3%	100.0%	0.0%
Government of Jersey total	**8256**	**61.7%**	**38.3%**	**73.8%**	**26.2%**	**94.0%**	**6.0%**

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

5.0 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 4: Vacancies by Department and Pay Group

Department / Vacancy Type	Fixed Term	Permanent	Grand Total	Vacancy Rate
Children, Young People, Education & Skills	**2**	**14**	**16**	**0.6%**
Civil Servants		5	5	
Heads and Deputies		1	1	
Social Work		1	1	
Teachers	1	4	5	
Teaching Assistants	1	3	4	
Department for the Economy		**1**	**1**	**1.5%**
Civil Servants		1	1	
Digital Services	**1**		**1**	**0.6%**
Civil Servants	**1**		**1**	
Employment, Social Security and Housing		**1**	**1**	**0.4%**
Civil Servants		1	1	
Health and Care Jersey	**1**	**27**	**28**	**1.0%**
Ambulance		2	2	
Civil Servants	1	12	13	
Doctors and Consultants		2	2	
Nurses and Midwives		10	10	
Social Work		1	1	
Infrastructure and Environment	**3**	**6**	**9**	**1.3%**
Civil Servants		4	4	
Manual Workers	3	2	5	
Justice and Home Affairs	**1**	**1**	**2**	**0.3%**
Civil Servants	1	1	2	
Non-Ministerial Departments	**1**	**2**	**3**	**1.0%**
Civil Servants	1	2	3	
People Services		**1**	**1**	**0.8%**
Civil Servants		1	1	
Treasury and Exchequer		**1**	**1**	**0.3%**
Civil Servants		1	1	
Government of Jersey grand total	**9**	**54**	**63**	**0.8%**

6.0 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 2025 – 31 March 2026 and includes the comparative figure for the period 01 April 2024 – 31 March 2025.

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 31 March 2025 and January 2026 indicate that the States of Jersey is doing comparatively well in terms of staff turnover.

For comparison, the January 2026 to January 2025 NHS staff turnover rate was 9.6% while turnover for Health and Care Jersey as at 31st March 2026 was 6.2%, further down from the 31st December 2026 when it was 7.1%.

The proportion of staff leaving the UK civil service altogether was 7.1%, continuing a downward trend from 7.5% in 2023/24. Whereas the Government of Jersey had 6.8% turnover as at 31st March 2026.

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 5: Turnover for the period 01 April 2025 – 31 March 2026

Department	Involuntary	Retirement	Voluntary	Grand Total
Cabinet Office	1.8%	0.6%	6.0%	**8.4%**
Children, Young People, Education & Skills	0.8%	0.8%	5.8%	**7.4%**
Department for the Economy	0.0%	0.0%	15.0%	**15.0%**
Department of External Relations	Redacted			
Digital Services	0.0%	1.7%	2.2%	**3.9%**
Employment, Social Security and Housing	1.8%	1.4%	6.3%	**9.5%**
Health and Care Jersey	1.7%	0.6%	3.9%	**6.2%**
Infrastructure and Environment	1.5%	3.4%	3.6%	**8.5%**
Justice and Home Affairs	1.0%	0.8%	3.3%	**5.1%**
Non-Ministerial Departments	1.8%	1.5%	3.4%	**6.7%**
People Services	3.0%	0.0%	1.5%	**4.5%**
Treasury and Exchequer	0.8%	0.3%	3.0%	**4.0%**
Grand Total	**1.3%**	**1.0%**	**4.5%**	**6.8%**

Table 6: Turnover for the period 01 April 2024 – 31 March 2025

Department	Involuntary	Retirement	Voluntary	Grand Total
Cabinet Office	2.7%	0.5%	9.2%	**12.5%**
Children, Young People, Education & Skills	0.8%	0.9%	5.0%	**6.8%**
Department for the Economy	1.3%	2.6%	9.0%	**12.9%**
Department of External Relations	Redacted			
Digital Services	1.0%	1.5%	4.1%	**6.6%**
Employment, Social Security and Housing	0.3%	1.0%	7.0%	**8.3%**
Health and Care Jersey	1.0%	0.6%	6.1%	**7.7%**
Infrastructure and Environment	1.2%	2.2%	4.7%	**8.1%**
Justice and Home Affairs	0.8%	1.2%	3.6%	**5.6%**
Non-Ministerial Departments	0.6%	0.6%	4.2%	**5.5%**
People Services	1.4%	0.7%	6.9%	**9.0%**
Treasury and Exchequer	1.1%	0.5%	4.3%	**5.8%**
Grand Total	**0.9%**	**1.0%**	**5.4%**	**7.2%**

7.0 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.

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