



Access to Public Information Request

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Redesign of the civil service

Request for information:

I'd like to request something under the code for Access To Information.

- How much money has been spent on redundancy payments since the Chief Executive's announcement last year that around 200 jobs could be lost in the Civil Service?
- How many positions have been removed since the announcement?

Response:

The redesign of the civil service announced in October 2018, and the reduction in full-time equivalent posts that will result from that redesign, is part of a 10-year Public Service Reform, and sits alongside several other key projects that together will bring about a genuine transformation in how public services are delivered.

While the civil service redesign was announced last year, it was always the intention that it would begin in earnest in the later part of 2019. That is in part because it is dependent on other transformation projects, such as the Future Digital Services programme which will be debated by the States in June. The improvements in digital technology that the FDS programme will deliver, will help create efficiencies in how the civil service works and in turn, enable a reduction in the number of full-time equivalent posts.

Therefore, as of today, no positions have been removed and no money has been spent on redundancy payments related to the redesign of the civil service at this stage.

As stated in October 2018, the process of transformation and redesign of the civil service is expected to result in a reduction of at least 200 roles, and while this is not a primary driver for doing this, it is one of the outcomes that we will secure. In fact a major driver for change

is the knowledge that 25% of our public sector workforce may retire by the end of 2020, and up to 50% of our workforce could retire by 2026 – a picture largely mirrored across the Island’s private sector. This means the public sector will face significant recruitment pressures in the future if it does not transform. It also means the reduction in posts should be achieved with few, if any, redundancies. The Chief Executive’s Open Letter of October 2018 stated:

‘Our goal is not to simply cut staff, or let colleagues go when they are providing a critical role. This is about redesigning our civil service to better serve our customers, and identifying roles we no longer need as part of a targeted voluntary redundancy programme.’

The Open Letter also specified the focus of reducing the number of posts through transformation would be civil services roles, and would not include teachers, nurses, law enforcement officers, social workers or other public sector workers.

-This response is provided by the Office of the Policy & Resources Committee