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THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

3rd November, 2026

Proposition No. P.2026/82

Policy & Resources Committee

States of Guernsey Budget, 2027

AMENDMENT

Proposed by: Deputy H L de Sausmarez
Seconded by: Deputy Y Burford

To insert an additional proposition as follows:

"To agree that all committees of the States are accountable for the staffing of their service areas, meaning that recruitment to all roles (both to fill vacancies and the creation of new roles) of SO1 pay grade or equivalent and higher, or regrading of existing roles to or above that grade, must be approved or ratified in principle by the sponsoring committee; and further to direct P&R to create a standardised reporting template that each committee will complete annually.".

Rule 4(1) Information

a) The proposition contributes to the States' objectives and policy plans by improving accountability and ensuring the States of Guernsey applies appropriate restraint in respect of expenditure.

b) In preparing this proposition, consultation has been undertaken with the Chief Executive & Head of the Public Service and it has been shared with deputies, especially principal committee presidents, for awareness and feedback.

c) The proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.

d) There are no financial implications to the States of carrying the proposal into effect. It is anticipated that it will result in financial savings; however, these are unquantifiable at this stage.

e) Drafting advice has not been sought from the States' Greffier.

Explanatory Note

This amendment seeks to insert a proposition that will, if agreed, make committees of the States more accountable for the staffing in their service areas.

Pay costs comprise a significant proportion of the States' annual budget. While the rates of pay for the various pay groups are negotiated with unions by the Policy & Resources Committee, acting as employer, it is a matter for each committee as to how many people are employed in their service areas, and what roles are required.

If subsequently approved as a substantive proposition, this amendment will give committees more visibility of and control over the workforce in their service areas, by requiring committee approval (or, where appropriate – for example in the context of certain clinical roles in healthcare – ratification) of the intention to recruit to vacancies or create new roles above a certain pay grade, and by requiring standardised reporting.

Headcount (expressed in FTE terms so as to be comparable with other datasets in the organisation) is a key component of pay costs, but there are other important aspects as well. It is entirely appropriate that the creation of any new roles at SO1 grade or equivalent and higher is approved by the responsible committee, and that similarly the committee is sighted on any regrading to that level as well as recruitment to vacancies at that level, having considered the necessity of retaining such a role.

This amendment is deliberately non-prescriptive at this stage with respect to the specifics of the reporting framework, because P&R would engage with committees in developing it to ensure its practical applicability. It is anticipated that the reporting framework could collate information such: as the total number of FTE roles; the number of roles at SO1 grade (or equivalent) and higher; vacancy data (including information where the cost of covering vacancies is higher than the equivalent FTE, and vacancies that have remained unfilled for a period of six months or more); the number of FTE roles deleted and/or created within the reporting cycle, and any changes anticipated over the forthcoming reporting cycle. This reporting would be published, providing greater transparency and accountability. P&R is mindful to ensure that the reporting mechanism itself would not be overly bureaucratic or burdensome.

There is an extant resolution from 2024 that directs that any post that has been vacant for six months or more should be deleted, and should be reinstated only if a case can be made that the role is essential: that resolution was not enacted by the P&R of the time, so this amendment seeks to encompass it within a broader context that looks beyond just vacancies.

It is not always the case that just because a vacancy is not filled within six months that

it is not needed. Neither is it necessarily the case that deleting a role will save the States money. It is sometimes difficult to recruit to certain positions, and in the meantime that position is sometimes covered by overtime or by commissioning outside resources, both of which can be more expensive than an employee. This amendment provides for pragmatism in such circumstances, while instilling a culture that defaults to headcount restraint.

If carried and then approved as a substantive proposition, this amendment will – through the standardised reporting structure that P&R will be directed to create – provide for far higher levels of accountability by committees over the staffing in their service areas, therefore giving them more control over their own committee budget.