

**THE STATES OF DELIBERATION**  
**of the**  
**ISLAND OF GUERNSEY**

**24<sup>th</sup> October 2027**

**Proposition No. P.2024 /91**

**Policy and Resources Committee**

**The States of Guernsey Annual Budget for 2025**

**AMENDMENT**

Proposed by: Deputy J Dyke

Seconded by: Deputy C Blin

1 To insert a new proposition as follows:

“32. To direct the Policy & Resources Committee, in exercising its functions on behalf of the States as an employer of public sector employees, to put in place arrangements with effect from 1<sup>st</sup> January 2025 to cap the FTE headcount as at the date hereof to its current level subject to a net increase of 20 FTE headcount for technical specialist roles.”

2 To insert a new proposition as follows:

“33. To direct the Policy & Resources Committee, in exercising its functions on behalf of the States as an employer of public sector employees, to put in place arrangements, with effect from 1<sup>st</sup> January 2025, for the Policy & Resources Committee to provide consent for the creation and renewal of all Established Staff position which are grade SO1 or higher.”

3 To insert a new proposition as follows:

“34. To direct the Policy & Resources Committee to put in place arrangements for all proposed consultancy agreements proposed by any Committee to be referred to the Policy & Resources Committee for approval prior to execution and delivery.”

4. To inset a new proposition as follows:

“35. To amend Annex Two to the Mandates of the Committees of the States Schedule of Committees’ Operational Functions as may be necessary to give effect to the above decisions.”

#### **Rule 4(1) Information**

- a) The proposition(s) contribute(s) to the States’ objectives and policy plans by limiting rising government running costs somewhat
- b) In preparing the proposition(s), consultation has been undertaken with the States Treasurer and The Policy and Resources Committee has been invited to comment.
- c) The propositions have been submitted to His Majesty’s Procureur for advice on any legal or constitutional implications.
- d) The financial implications to the States of carrying the proposal into effect are to reduce government expenditure.

#### **Explanatory note**

Over the past 5 years FTE positions have increased by 374 of which 341 were for positions in health and social care services. The 2025 Budget makes provision for a further 80 FTE positions. This trend is unsustainable with States FTE headcount now in the process of exceeding numbers in the finance sector. Both cost and housing are major issues. A pause is called for, at least until adequate nursing and other key worker accommodation is made available to meet excess demand.