



## Policy & Resources Committee

### Response to a Question Pursuant to Rule 14 of The Rules of Procedure of the States of Deliberation and their Committees

**Subject:** Relocation Allowances

**States' Member:** Deputy Le Tissier

**Date received:** Monday 20<sup>th</sup> May 2025

**Date acknowledged:** Wednesday 28<sup>th</sup> May 2025

**Date of reply:** Wednesday 4<sup>th</sup> June 2025

#### QUESTION 1

**Please would you confirm the annual amount paid out in relocation allowances and for the avoidance of doubt this includes any other subsidy or benefit howsoever named paid in addition to the relocation allowance for each of the last 7 calendar years.**

The annual amount paid out in line with the States of Guernsey Relocation Directive for the period requested is as follows:

#### Relocation costs 2018-2024

	2018	2019	2020	2021	2022	2023	2024
£	1,437,450	2,408,903	3,104,346	2,642,817	2,655,330	3,857,360	4,757,453

The above figures include all elements of relocation payment as per the Relocation Directive i.e. Relocation Allowance; Additional Relocation Allowance or Mortgage Support Allowance. These payments are only paid to employees who meet and comply with the criteria set out in the Directive. Some of these payments are also liable to tax and social security deductions.

The States of Guernsey relies on recruiting staff from outside the Bailiwick in order to deliver essential services. These are primarily in specialised areas such as health and education, which benefit every island resident. The costs have risen for two main reasons. The numbers of staff receiving the benefits rose from just under 300 in 2018 to just under 500 in 2024. In addition the costs of rental increased during, and since, the Covid pandemic and so more people receive the maximum capped Additional Relocation Allowance.

## **QUESTION 2**

**Where the licensee has an 8-year licence and choses to bring his/her extended family to Guernsey, do they receive relocation allowances, separately or combined with the licensee?**

The support provided under the States of Guernsey Relocation Directive, as per set criteria, is only provided to the States of Guernsey employee occupying a role which attracts a long-term employment permit, it is not extended to family members.

## **QUESTION 3**

**What are the arrangements for repayment of any lump sums paid if the employee leaves voluntarily, dismissed or subject to a compromise agreement before the end of the relocation allowance period?**

The repayment arrangements are clearly set out in the States of Guernsey Relocation Directive and an employee who leaves the States of Guernsey, for whatever reason, pays back a diminishing proportion of any payment received. These repayments align to the time in post, for example, employees on permanent contracts who leave within the first three years of service, or employees on fixed term contracts who leave at any point during the fixed term contract.

## **QUESTION 4**

**What are the transitional arrangements where an employee becomes a permanent resident? i.e. moving from licenced status.**

The support provided under the States of Guernsey Relocation Directive applies to those employees who meet certain criteria, and it is short term in nature, for example the one-off payment to support relocation costs to move to the Bailiwick; or the additional relocation allowance for up to four years.

## **QUESTION 5**

**Will the review investigate what alternatives are possible to the relocation allowance to save what appears to be substantial sums paid out under this scheme?**

The review is focussing on the analysis of a range of data including activity data, workforce sector analysis and financial modelling. As such, options for consideration relating to the use and application of relocation support will be included.

The States of Guernsey Relocation Directive exists to attract employees needed to deliver essential public services and encourage them to settle within the community on a long-term basis. Should any changes be made to the Directive, consideration regarding workforce

stability and recruitment to key areas of the public service such as health, social care, education and law enforcement will remain of paramount consideration.

#### **QUESTION 6**

**Is the review scheduled to be complete in Q3 2025 still on track?**

Yes, the work remains on track.

#### **QUESTION 7**

**Will it be put into the public domain when complete?**

The output from the review will be an updated Directive which will amend the internal operations.