



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 2nd June 2025

Date acknowledged: Tuesday 3rd June 2025

Date of Reply: Monday 16th June 2025

QUESTION 1

How many staff have been brought to the island to work for HSC in each year since 2020?

The number of employees who have been recruited to roles within the Health and Social Care ("HSC") services' workforce for the period requested is as follows:

Year	Recruited from off island	% of all new recruits
2020	167	49%
2021	165	44%
2022	137	37%
2023	177	46%
2024	220	51%

The States of Guernsey relies on recruiting staff from outside the Bailiwick to deliver essential services within health and social care. These roles are highly specialised where the skills, experience and qualifications required are not available within the Bailiwick in sufficient volume to deliver the full range of services required.

It should be noted that the data for the first three years of the requested period was affected by the Covid pandemic which led to lower turnover of staff during that time.

QUESTION 2

Of those, how many brought partners, children, or other dependents with them

As employer, the States of Guernsey must comply with the provisions of the Bailiwick's data protection legislation. This includes ensuring it only collects and retains information which is necessary for the purposes of employing the individual. Information about an employee's

partner, children or other dependents is not necessary for that purpose and therefore the employer does not request or record this.

QUESTION 3

What has been the total cost of relocation packages for these staff each year since 2020?

It has not been possible to extract the data relating only to the employees who joined during the period requested. However, data can be provided relating to costs paid under the States of Guernsey's Relocation Directive to all employees working in HSC during the period requested, irrespective of when they joined the organisation.

For example, the available data for the years 2020 to 2022 includes ongoing relocation payments that were made to employees who started work between 2018 and 2020.

The total costs of relocation packages under the States of Guernsey Relocation Directive, together with other associated costs, for the period requested are set out in the table below.

	2020	2021	2022	2023	2024
1. Additional Relocation Allowance	1,570,520	1,719,781	1,480,287	2,146,158	2,631,257
2. Other Relocation Directive Elements	40,100	41,000	160,000	156,447	183,100
3. Total Relocation package	1,610,620	1,760,781	1,640,287	2,302,605	2,814,357
4. Other Off-Island Recruitment costs	39,338	12,277	48,340	51,061	73,806
5. Total combined costs	1,649,958	1,773,058	1,688,627	2,353,666	2,888,163

The Additional Relocation Allowance relates to the support available for assisting with the cost of rental accommodation. The other Relocation Directive element relates to the Relocation Allowance and Mortgage Support Allowance.

All payments made under the Relocation Directive are only made 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.

QUESTION 4

What has been the total cost of rent allowances provided to them each year?

The States of Guernsey's Additional Relocation Allowance is payable to any of its employees who move to the island to take up a role which carries a long-term employment permit. This includes locally qualified residents returning to the Bailiwick for that purpose.

The annual amount of Additional Relocation Allowance paid out in line with the States of Guernsey Relocation Directive for the period requested is shown in item 1 in the table above (see Question 3).

The costs have risen for two main reasons. The numbers of staff receiving the benefits rose from just over 250 in 2020 to just over 300 in 2024. In addition, the costs of rental accommodation

have increased during, and since, the Covid pandemic and so more people now receive the maximum capped Additional Relocation Allowance.

QUESTION 5

What other costs (e.g. flights, temporary accommodation, agency fees) medical costs, have been associated with bringing in these workers?

Other applicable costs associated to employees being recruited from outside the Bailiwick of Guernsey relate to the recruitment stage of the process and the cost of candidates attending interviews in person.

The annual amounts paid out for this during the period requested is shown in item 4 of the table above (see Question 3).

In addition, there have been some recruitment placement fees that were paid during this period, however this information is not recorded in a manner that allows extraction without reverting to original source documents. Therefore, it has not been possible to extract this data in the time available.

QUESTION 6

What is the total combined cost of bringing in off-island HSC staff each year since 2020?

The total combined costs for the period requested is shown in item 5 in the table above (see Question 3).

QUESTION 7

How many of these workers have left the roles they were brought in to fill?

As shown in Question 1 above, during the time period requested, a total of 866 employees were recruited from off-island to roles within HSC. This represents 45% of all employees who were recruited to HSC roles during that time. Of these employees 42% have since left the employment of the States of Guernsey.

Recruited from	Number of New Starters	Number of Leavers
On island	1,033	451
Off island	866	367
Total	1,899	818

QUESTION 8

How many have left the island before completing their contract?

Most of these employees would have been considered permanent as they would hold the relevant employment and immigration permits. As such their contracts would not have an end date. Therefore, it is not possible to determine how many left employment before the end of their contract.

Additionally, it is not possible to provide any data on whether or not former employees leave the island because there is no significant reason for this to be recorded. Once an employee leaves the organisation, they can work elsewhere in Guernsey if they can secure other employment or otherwise obtain a relevant permit from Population Management to remain.

QUESTION 9

How many have taken significant sick leave or reported mental health concerns during their employment?

Of the 866 employees recruited from outside the Bailiwick during the time period requested, 112 staff (13%) experienced long term sickness absence (i.e. lasting longer than 21 consecutive days). It should be noted that much of the reported period was during the Covid pandemic so this may have distorted the pattern.

Recording mental health concerns is complex due to the wide range of illnesses, conditions and symptoms an employee might experience and the need to maintain confidentiality. As such the main category used to record absences relating to mental health is stress. The number of employees reporting stress (both short term and long-term sickness absence) in the time period requested was 174 (20%).

Extensive support is available to all employees experiencing ill-health. This includes access to the Employee Assistance Programme and the Occupational Health Service.

QUESTION 10

What has been the cost of that in terms of staffing cover, agency replacements, or other support?

Where sickness cover is required, it is supplied in several ways. For example, it could be deploying casual worker cover, additional hours for existing staff, staff overtime, or occasionally agency staff. However, the use of casual workers, additional hours and agency staff is not restricted to just covering sickness absence. It is also used to cover a whole range of circumstances including annual leave, vacant posts, maternity leave, and increases in demand for services. In practice cover will be put in place that balances all combinations of absences with operational requirements at the time to ensure safe levels of service.

As such it is not possible to break down the costs to identify only sickness cover for employees recruited from off-island.

QUESTION 11

Of those who did not complete their contract:

a) How many left the island?

Please see the answer to Question 8 above.

b) Were relocation costs repaid?

Yes. All employees who receive assistance towards their relocation costs are required to sign an indemnity to repay a proportion of those costs in the event they leave employment. When an employee leaves the organisation and that indemnity is still

active, they are expected to repay this. This may be through a deduction from their final pay or they may make a direct payment.

c) How many stayed on the island in other employment?

Please see the answer to Question 8 above.

d) Did they repay their relocation costs in those cases?

The requirement to repay relocation costs is triggered when an employee leaves their employment with the States of Guernsey. As such the answer given in Question 11 b) also applies to this question.

e) Were they required to leave the accommodation they were provided?

Yes. If the employee was housed in staff accommodation provided by States of Guernsey, their tenancy ends when they leave employment. If the employee was renting on the Private market, then they are free to remain (Population Management and Immigration permitting), but will not receive any further additional relocation allowance.

f) Do any of them still receive rent allowances?

No. When an employee leaves the organisation, additional relocation allowance will cease immediately.