

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

Subject: Civil Service Pay

States' Member: Deputy Rob Curgenvén

Date received: 31st March 2026

Date of reply: 14th April 2026

Question:

1. When a civil servant leaves their post and is redeployed to another role within the civil service at a lower grade/band, or lower salary point, is the individual's salary maintained at the level of their former role for any period?

2. If this practice (described above) is no longer in force, what year did it stop?

3. In each of the last five financial years, broken down annually, how many civil servants received a promotion (defined as any upward regrading, acting-up allowance, or movement to a higher salary point) who, at the date of that promotion, were within: (i) six months; (ii) one year; and (iii) two years of their earliest eligible retirement date?

4. How many civil servants are expected to reach their earliest eligible retirement date within the next 24 months?

5. Of those roles, how many have been identified:

- a. for closure, merger, or non-replacement upon the post-holder's departure?
- b. as candidates for full or partial replacement by automated systems, including, but not limited, to artificial intelligence?

6. What is the Policy & Resources Committee's current policy objective for the total number of established civil service posts over each of the next three years: growth, maintenance, or reduction?

7. In the event that GST+ or any successor consumption tax is introduced:

- a. Will any resulting uplift to the public sector pension scheme be applied retrospectively to individuals who have already left the Civil Service?

- b. If so, what qualifying conditions (including any minimum or maximum period since departure) will apply?**

Answer:

Question 1

When a civil servant leaves their post and is redeployed to another role within the civil service at a lower grade/band, or lower salary point, is the individual's salary maintained at the level of their former role for any period?

Civil servants are not classified as a distinct group for workforce reporting purposes, as they form part of the Established Staff group, which is one of the 17 staff groups of which the public service is comprised. Consequently, data relating to Established Staff has been used to inform the responses to your questions, noting that this group includes employees that are not civil servants, for example social workers.

In certain circumstances an Established Staff employee could be moved from their contracted post and redeployed to another role within the States of Guernsey at a lower grade. This change would be managed in accordance with the Organisational Change Policy and Procedure which is followed when a change in the workforce is triggered. Such changes occur due to service re-organisation, often triggered by strategic policy decisions which include a reorganisation or reduction in staffing levels.

Under the Organisational Change Policy and Procedure, where a redeployment results in a lower paid post, pay phase-down arrangements apply and the employee's pay will be phased down over a three-year period, with the fourth year being paid at the new rate. The phase-down aims to provide support to employees who transition to lower graded redeployed roles as an alternative to redundancy.

If through internal application an employee applies for a role at a lower grade, no phase-down provision will be applied: the employee will be remunerated at the rate of pay for the lower grade role.

Question 2

If this practice (described above) is no longer in force, what year did it stop?

There is no practice either currently in force or – to the Committee's knowledge – previously in force which enables Established Staff to maintain their pay if they gain a lower graded role.

Question 3

In each of the last five financial years, broken down annually, how many civil servants received a promotion (defined as any upward regrading, acting-up allowance, or movement to a higher salary point) who, at the date of that promotion, were within: (i) six months; (ii) one year; and (iii) two years of their earliest eligible retirement date?

The Committee has requested an extension in relation to this question and as such the response will follow. The extension will provide officers with additional time to extract and analyse data from a range of sources to inform the response to the question.

Question 4

How many civil servants are expected to reach their earliest eligible retirement date within the next 24 months?

It is important to note that whilst employees are entitled to take retirement when they reach the normal retirement date (associated with the section of the Pension Scheme), their retirement is not automatic. An employee could choose to retire voluntarily at an earlier or later date in line with the Pension Rules. In terms of earliest eligible retirement dates, it is estimated that 106 Established Staff are expected to reach their normal retirement date in 2026 and 60 will reach their normal retirement date in 2027.

Question 5

Of those roles, how many have been identified:

- a. for closure, merger, or non-replacement upon the post-holder's departure?**
- b. as candidates for full or partial replacement by automated systems, including, but not limited to, artificial intelligence?**

a.

Any decision relating to closure or non-replacement is managed at the service area level. There is a robust mechanism in place across all areas of the public service in terms of recruitment to budgeted positions. Each vacancy is considered in terms of the need for replacement, with managers considering how else the role might be covered, and whether the role is still needed in its current form. In other words, recruiting to a vacant position is not automatic: it is subject to the Organisational Change Authorisation which includes the approval of the Director (or equivalent) for the business area in question, and support from Finance and HR colleagues. It ensures there is a regular challenge and documented justification in relation to all recruitment.

In addition, senior leaders across the public service use strategic workforce planning aligned to service provision, which includes consideration of succession planning for business-critical roles and consideration of any planned changes to the workforce.

Mergers would be dealt with under the Organisational Change Policy and Procedure as described in the response to question 1.

b.

All of these roles, in common with all other vacancies, are candidates for full or partial replacement by automated systems, including (but not limited to) AI and are assessed on a

case-by-case basis. There is continuing work across the organisation to develop digital solutions that will further increase efficiency.

Question 6

What is the Policy & Resources Committee's current policy objective for the total number of established civil service posts over each of the next three years: growth, maintenance, or reduction?

Any element of growth, maintenance or reduction in relation to the size and shape of the public sector workforce is based on service requirements. Such requirements are aligned to the mandates of Principal Committees and the Government Work Plan. The emphasis should always be on the provision of safe and efficient public services for our community as determined by the Assembly.

The States have resolved to reduce the baseline expenditure of the States by 1% per annum for the next three years which will impact on the number of staff employed. However, increases in demand for services in some areas (particularly health) put an upward pressure on staffing requirements, meaning reductions in staffing numbers will need to be considered in the context of rising demand for increased staffing.

Question 7

In the event that GST+ or any successor consumption tax is introduced:

- a. Will any resulting uplift to the public sector pension scheme be applied retrospectively to individuals who have already left the Civil Service?**
- b. If so, what qualifying conditions (including any minimum or maximum period since departure) will apply?**

a.

Any uplift to the public sector pension scheme would continue to be based on RPIX (capped at no more than 6%), as is the case currently, irrespective of what taxes may or may not be introduced in future. Most pensioners are, by definition, people who are retired and have already left the workforce.

b.

All pensioners in receipt of a pension under the scheme would receive any increase in the rate of the pension paid as a result of the annual review. This is the same process applied each year to uplift pensions in payment.