

**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 30th April 2026

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?

Answer:

For the purposes of this response, a promotion has been defined as a confirmed increase in pay grade. Any standard progression within a grade has been excluded. There were no acting-up allowances which fell within the period in question for this group of employees.

The earliest eligible retirement date has been identified by reference to the applicable employee pension scheme. While pension schemes include a normal retirement age, there is no requirement for employees to retire at that point and staff may continue to work beyond their normal retirement age. For the purposes of this analysis, proximity to retirement was assessed solely in relation to the earliest age at which employees could have accessed their pension benefits, and not whether they actually chose to.

The number of Established Staff who received a promotion within six months, one year and two years of their earliest eligible retirement date in each of the last five financial years is set out in the table below. Each promotion is counted once only, in the closest applicable time band.

Time between promotion and earliest eligible retirement date	2021	2022	2023	2024	2025	Of these, number who retired
within 6 months	1	0	0	2	0	2
within 1 year	0	1	1	1	0	0
within 2 years	2	0	3	8	5	2

For context and as stated in the answer to question 4, the Established Staff workforce comprises of 2,305 employees. Of these, 106 Established Staff are expected to reach their normal retirement date in 2026 and 60 will reach their normal retirement date in 2027.