

**REPLY BY THE PRESIDENT OF  
THE STATES' TRADING SUPERVISORY BOARD  
TO QUESTIONS ASKED PURSUANT TO RULE 14 OF THE  
RULES OF PROCEDURE BY DEPUTY JOHN DYKE**

**Question**

Please give the numbers of staff employed (FTE) by the Harbour and Airport as at Dec 31 2000<sup>1</sup>, 2010, 2019 and 2022 distinguishing between the different pay grades and identifying numbers employed by G4S and under other similar service contracts.

**Answer**

Access to some of the most historical data is limited within the States' HR system and at G4S.

We can however provide numbers of staff employed at year end 2019 and 2022, and as reported in the Ports annual accounts for 2010. The annual accounts for 2000 do not provide a figure for staff numbers, and this can no longer be accessed within States of Guernsey HR records.

It is important to note that the operating regulatory environment has changed over the past two decades. The airports and harbour operate in highly regulated environments, including both security and safety requirements that apply at national and international level. These are non-negotiable if the Bailiwick wishes to maintain the current relative ease of access for goods and travel, without additional restrictions.

Changes in security and safety requirements have been both gradual and abrupt, and they continue to evolve still. That poses significant ongoing challenges for the Ports, in terms of resources, and any comparison of staff numbers must be considered in this context.

Guernsey Ports has deliberately increased the number of PSE and junior management grades in the last three years to better plan, execute and advance its considerable capital portfolio of backlog and current maintenance activity at both Guernsey Airport and Guernsey Harbours.

<b>FTE at year end</b>	<b>Alderney Airport</b>	<b>Guernsey Airport</b>	<b>Guernsey Harbours</b>	<b>Subtotal</b>	<b>G4S</b>	<b>Total</b>
2010 <sup>2</sup>	- <sup>2</sup>	114	75	189 <sup>2</sup>	<i>Not Available</i>	<i>Not Available</i>
2019	15	112.4	68.2	195.6	79	274.6
2022	14	116	77.3	207.3	74	281.3

Guernsey Ports does utilise some service contracts across its estate, there are no significant other employment-based contracts in place, that would materially impact these figures.

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<sup>1</sup> The original question requested to data for calendar years **2020**, 2010, 2019 and 2022, but amended following clarification from Deputy Dyke.

<sup>2</sup> Source: States Accounts 2010. Alderney Airport staff not itemised and FTE figures include overtime, compared to 2019 and 2022 which show only number of staff employed (FTE).

In terms of the breakdown in pay grades, these are shown in the table below for 2019 and 2022. It should be noted that Guernsey Ports operates under a single management structure, so many senior officer roles and some executive grade roles operate across Guernsey Airport, Guernsey Harbours and Alderney Airport, whereas in the table they are allocated to just one.

**Breakdown of pay grades at year end:**

	<b>2019</b>				<b>2022</b>			
	<b>Alderney Airport</b>	<b>Guernsey Airport</b>	<b>Guernsey Harbours</b>	<b>Ports total</b>	<b>Alderney Airport</b>	<b>Guernsey Airport</b>	<b>Guernsey Harbours</b>	<b>Grade total</b>
Administrative Assistant	-	3.7	-	<b>3.7</b>	-	3.2	-	<b>3.2</b>
Air Traffic Control Officer	4	20	<i>n/a</i>	<b>24</b>	3	20.5	<i>n/a</i>	<b>23.5</b>
Executive Officer	1	26.4	16	<b>43.4</b>	1	27.5	21	<b>49.5</b>
Firefighter	10	34.5	<i>n/a</i>	<b>44.5</b>	10	32	<i>n/a</i>	<b>42</b>
Public Service Employee	-	21.8	41.2	<b>63.0</b>	-	24.8	45	<b>69.8</b>
Senior officer grades	-	6	11	<b>17</b>	-	8	11.3	<b>19.3</b>
<b>Total</b>	<b>15.0</b>	<b>112.4</b>	<b>68.2</b>	<b>195.6</b>	<b>14.0</b>	<b>116.0</b>	<b>77.3</b>	<b>207.3</b>

**Date of Receipt of the Question:** 29 August 2023  
**Date of Reply:** 13 September 2023