

# How Government Works

23<sup>rd</sup> January 2025

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Head of the Public Service

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## How Government Works - Public Service

- The Public Service fulfils three distinct roles:
  - Advising Government on policy options through accurate and impartial advice;
  - Implementing Government's policy decisions;
  - Delivering services.
- The States of Guernsey is a large and complex organisation
- The Civil Service Code is based on core values of
  - Integrity
  - Honesty
  - Objectivity
  - Impartiality

# How Government Works - Principal Committees

- Principal Committees are independently responsible to the States of Deliberation
- Committees focus on:
  - Developing and advising the States on legislation, strategy and policy;
  - Progressing objectives of the States established in the Government Work Plan;
  - Monitoring the delivery of services.
- Several other Committees, Boards, Authorities and Commissions undertake specific functions to support the work of government such as formal scrutiny functions or the determination of planning applications.

## Principal Committee Structure































NB- The States has agreed to establish a Committee *for* Housing from 1st July 2025

# Decision Making and the Government Work Plan

- The GWP is the Assembly's plan;
- It focuses on the most important and prevailing issues facing government as articulated in the three multi-term strategic portfolios;
- It reflects extensive engagement across the Committees to shape, sequence and deliver a large number of prioritised actions within limited resources;
- Committee Work Plans translate strategic long-term objectives into tangible plans including business as usual requirements and mandatory obligations;
- Monitoring reports due for publication in March;
- The incoming Assembly will have opportunity to debate.

# **Government Work Plan** 2023-2025



# Public Service resilience, security & governance

Ensuring robust public services that respond effectively to the unexpected.



# Sustainable health & care services

Adapting our delivery model to mitigate increasing demand and costs, and improve resilience.



# Housing, infrastructure & economy

Investing in core infrastructure to support economic growth and resilience, with a particular focus on housing.

# **Public Service**





#### States of Guernsey **5,798 Employees**



25%

Are nurses and medical staff



16%

Are teaching staff



7%

Are in uniformed services



13% Are public services employees



38% Are established staff

# **2,150** Established Staff Includes:



250 Finance, Purchasing and Project Management



**Health and Care** 



**220** Property Estates and Trades



**Technical** 



Leisure



Justice and Borders

# Service Delivery

Here are just a few of the many important roles that make up the Public Service:





Building Inspectors



Police Officers



Hospital Chefs



Policy Officers



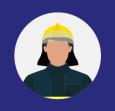
Mechanics



Museum Curators



Teachers



**Firefighters** 



Finance Officers



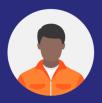
**Customer Services** 



Prison Officers



Planning Officers



Waste Collection

## **More Information**

#### To find out more:

- Mandates and operational functions of the Committees The Rules of Procedure.
- Committee Cash Limits for 2025: <u>States of Guernsey Budget 2025</u>
- Government Work Plan: Government Work Plan States of Guernsey
- A day in the life of the States of Guernsey: <u>Video</u>

