

# STATES OF JERSEY



## PROPOSED GOVERNMENT PLAN 2024- 2027 (P.72/2023): TWENTIETH AMENDMENT

### ADDITIONAL FUNDING FOR EDUCATION

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Lodged au Greffe on 27th November 2023  
by Deputy C.D. Curtis of St. Helier Central

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STATES GREFFE

PROPOSED GOVERNMENT PLAN 2024-2027 (P.72/2023): TWENTIETH  
AMENDMENT

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**1 PAGE 2, PARAGRAPH (h) –**

After the words “Appendix 2 – Summary Tables 5(i) and (ii) of the Report” insert the words –

“, except that, in Summary Table 5(i), in order that additional funds may be allocated to the existing growth bid entitled ‘Investment across CYPES frontline services’ –

- (i) the Head of Expenditure for the Cabinet Office should be decreased by £2,000,000, through a reduction in the allocation to the Modernisation and Digital department; and
- (ii) the Head of Expenditure for Children, Young People, Education and Skills should be increased by £2,000,000”.

DEPUTY C.D. CURTIS OF ST. HELIER CENTRAL

**Note:** After this amendment, the proposition would read as follows –

**THE STATES are asked to decide whether they are of opinion –**

to receive the Government Plan 2024 – 2027 specified in Article 9(1) of the Public Finances (Jersey) Law 2019 (“the Law”) and specifically –

- (a) to approve the estimate of total States income to be paid into the Consolidated Fund in 2024 as set out in Appendix 2 – Summary Table 1 to the Report, which is inclusive of the proposed taxation and impôts duties changes outlined in the Government Plan, in line with Article 9(2)(a) of the Law;
- (b) to refer to their Act dated 30th September 2016 and to approve the application of existing resources for work on the development of ‘user pays’ charges in relation to all aspects of waste, including commercial and domestic liquid and solid waste;
- (c) to approve the proposed Changes to Approval for financing/borrowing for 2024, as shown in Appendix 2 – Summary Table 2 to the Report, which may be obtained by the Minister for Treasury and Resources, as and when required, in line with Article 9 (2)(c) of the Law, of up to those revised approvals;
- (d) to approve the extension of the use of the existing Revolving Credit Facility to include the provision of funds that would otherwise be implemented through bank overdraft or bank overdraft facilities under Article 26 (1)(a) of the Law, should they be needed, subject to the limits outlined in that article;

- (e) to approve the transfers from one States fund to another for 2024 of up to and including the amounts set in Appendix 2 – Summary Table 3 in line with Article 9(2)(b) of the Law;
- (f) to approve a transfer from the Consolidated Fund to the Stabilisation Fund in 2024 of up to £25 million, subject to a decision of the Minister for Treasury and Resources based on the availability of funds in the Consolidated Fund as at 31 December 2023 in excess of the estimates provided in this plan, or from budgeted underspends identified before 31 December 2024;
- (g) to approve each major project that is to be started or continued in 2024 and the total cost of each such project and any amendments to the proposed total cost of a major project under a previously approved Government Plan, in line with Article 9(2)(d), (e) and (f) of the Law and as set out in Appendix 2 - Summary Table 4 to the Report;
- (h) to approve the proposed amount to be appropriated from the Consolidated Fund for 2024, for each Head of Expenditure, being gross expenditure less estimated income (if any), in line with Articles 9(2)(g), 10(1) and 10(2) of the Law, and set out in Appendix 2 – Summary Tables 5(i) and (ii) of the Report, except that, in Summary Table 5(i), in order that additional funds may be allocated to the existing growth bid entitled ‘Investment across CYPES frontline services’ –
  - (i) the Head of Expenditure for the Cabinet Office should be decreased by £2,000,000, with funding allocated from the Modernisation and Digital department; and
  - (j) the Head of Expenditure for Children, Young People, Education and Skills should be increased by £2,000,000;
- (k) to approve the estimated income, being estimated gross income less expenditure, that each States trading operation will pay into its trading fund in 2024 in line with Article 9(2)(h) of the Law and set out in Appendix 2 – Summary Table 6 to the Report;
- (l) to approve the proposed amount to be appropriated from each States trading operation’s trading fund for 2024 for each head of expenditure in line with Article 9(2)(i) of the Law and set out in Appendix 2 – Summary Table 7 to the Report;
- (m) to approve the estimated income and expenditure proposals for the Climate Emergency Fund for 2024 as set out in Appendix 2 – Summary Table 8 to the Report; and
- (n) to approve, in accordance with Article 9(1) of the Law, the Government Plan 2024-2027, as set out at Appendix 3 to the Report.

## **REPORT**

One of Jersey's biggest problems currently is the recruitment and retention of essential staff. A disrupted education service does nothing to ameliorate this problem, and as well as the direct effect on teaching staff and children, makes Jersey seem a less attractive place to live, becoming part of a spiral of young person emigration and lower tax revenue.

Teacher strikes have been ongoing for too long. Teachers' pay has not kept pace with inflation, and the strikes have caused disruption to families across the island. An extra £2 million of funding would be sufficient to fulfil the required uplift for teacher pay, allowing normal service to resume in schools.

There is already revenue growth allocation of £2,615,000 for investment across frontline services, representing a target for recruitment of TA's and Teachers linked to the changes that are taking place in education due to the Education reform programme and also the Inclusion programme. It is important that there is a growth in numbers to facilitate these programmes, however, there needs to be funding that is also linked to retaining staff and to recruiting staff that are suitably qualified and experienced.

Headteachers have struggled with recruiting suitable staff and have had to increase class sizes and close curriculum offers (courses) due to the lack of specialist staff. An increase in this funding could be used to support the changing face of education linked to the Education reform programme and the Inclusion programme and support an uplift with a payment to staff in recognition of this. This would aid to offset the continued problems with recruitment and retention of staff that have occurred due to the 15 + year failure to keep pay linked to inflation or the average earnings index over this period.

To recognise the additional demands that have been placed on teachers post-covid and with the changes that are occurring stemming from the education reform programme and inclusion programmes, another £2,000,000 should be added to the I-CYP-GP24-002 figure.

The allocation of funding is proposed to be made from the Modernisation and Digital head of expenditure. Tens of millions of pounds have been spent on digital and IT and yet Government don't currently have a proper working new IT system. As the Chief Minister stated in a public hearing in response to questions about the IT system – "We are trying to make the best of an extremely poor set of decisions". The Chamber of Commerce has expressed concern about the Cabinet Office's budget overall stating there is a lack of clarity.

A true investment in all members of the current teaching workforce with an educational programme allowance from this additional funding would bring teachers' historical pay back in line with the cost of living.

### **Financial and staffing implications**

There are no additional financial or staffing implications, other than the funding identified in the proposition and the staff time required to liaise with Teachers and Education accordingly. Overall it will bring an end to the considerable staff time and expense that has been spent dealing with the dispute.

## **Additional information**

### Lifting GDP expenditure in education

The requirements for a leading education system to match the aspirations to allow for future flexibility and lifelong learning will require a greater investment and one which lifts Jersey's GDP expenditure in Education to a level that is comparable to other similar western countries. This is recognised as we have seen the government release both the Independent school funding review ([R Independent School Funding Review Appendix 20201016.pdf \(gov.je\)](#)) and the Further education and skills actionable agenda where there is a reporting of a funding deficit in terms of GDP.

*"Jersey is an outlier in several respects, in relation to 16-18 education, its level of funding for this stage of schooling is lower than most OECD nations"*

(See P5 [Further education and skills actionable agenda.pdf \(gov.je\)](#))

### Efficiency savings

It is important to note that the investment in frontline services as stated in the government plan is only slightly higher than the efficiency savings that have been requested for CYPES. Children, Young People, Education and Skills £2,451,000 efficiency savings requested (see page 57 of [p.72-2023.pdf \(gov.je\)](#))

Although it is recognised that this money may be found from efficiencies in service, it could be reinvested within the department to support correcting the pay deficit that has accumulated over years and bring overall pay for the average worker back in line with inflation. This fits with the statement in regard to efficiencies on P56 "funding to be reprioritised into areas needing further investment". (see page 53 of [p.72-2023.pdf \(gov.je\)](#))

If money is to be reprioritised into areas of further investments, then recognition that a fall in front line service provision should be counteracted with monies saved by departments from efficiency savings.

### Rise in average earnings

In June 2022 average earnings were 6.2% higher than in June 2021 (FPP report P17 [gov.je/SiteCollectionDocuments/Government and administration/FPP 2022 Annual Report.pdf](#)) whilst teachers had a 2.9% pay rise. In 2023 the average earnings in the private sector were 7.8% whilst the average earnings for public sector was 7.4% even though the nurses and teachers had not settled at this time (due to overtime in some groups, which teachers are not recognised for).

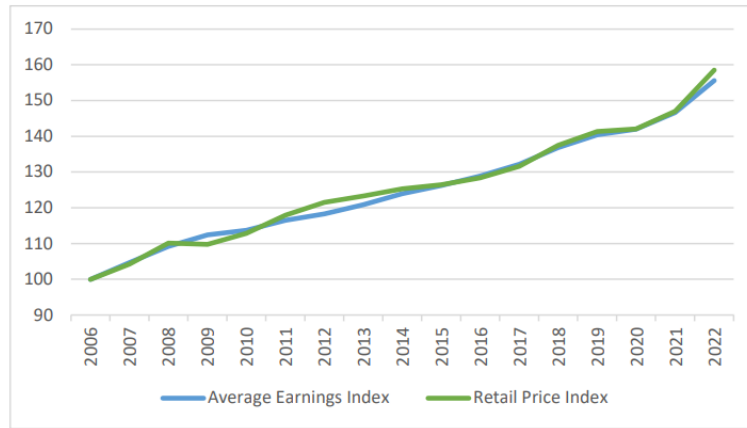
<https://www.gov.je/SiteCollectionDocuments/Government%20and%20administration/R%20Average%20Earnings%20June%202023%2020230825%20SJ.pdf>

**Figure 1.20**

**Average earnings and inflation**

Index (2006 = 100) of average earnings (blue line) and retail price index (green line)

Sources: Statistics Jersey



Monthly online job vacancy data are a useful indicator of the health of the labour market and of changes in demand for labour. Vacancy data has been taken from the Government of Jersey website and whilst this does not cover all job vacancies on the Island, it is still useful to compare trends.

See P19 [gov.je/SiteCollectionDocuments/Government and administration/FPP 2022 Annual Report.pdf](http://gov.je/SiteCollectionDocuments/Government%20and%20administration/FPP%202022%20Annual%20Report.pdf)