

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY R.J. WARD OF ST. HELIER CENTRAL  
QUESTION SUBMITTED ON MONDAY 10th JULY 2023  
ANSWER TO BE TABLED ON MONDAY 17th JULY 2023**

**Question**

“Will the Chair state –

- (a) whether she or any members of the States Employment Board were present at talks with teaching unions on 7th July 2023;
- (b) if so, what additional offer, if any, was made during these talks; and
- (c) whether officers involved in such talks are given the authority to adjust offers made by the Board or whether those officers deliver the Board’s final offer in any such pay talks without adjustment?”

**Answer**

All members of the States Employment Board attended a meeting with the NAHT, NASUWT and NEU with both regional and local branch representatives on the 6<sup>th</sup> July 2023 (rearranged from 7<sup>th</sup> July due to diary commitments).

The meeting was not a pay negotiation meeting and therefore no offers were tabled.

It was an opportunity for the teachers’ and school leaders’ pay groups to meet with the SEB, as we do quarterly, to discuss current issues. This included recruitment and retention in education, and we agreed to establish a joint working group to examine the issues raised by the unions.

Officers are mandated by the SEB to enter into negotiations within parameters agreed by the SEB. This follows advice received from the Treasury and Exchequer in cash limits, and advice from People and Corporate Services on terms and conditions and market conditions. The mandate is then set for negotiations. Should the negotiations reach a stage where discussions exceed the mandate, the officers must return to the SEB for a decision on the mandate.

The SEB cannot exceed the limits within the Government Plan, agreed by the States Assembly.