

**DRAFT PUBLIC EMPLOYEES (CONTRIBUTORY RETIREMENT SCHEME) (GENERAL) (AMENDMENT
No. 8) (JERSEY) REGULATIONS 200**

**Lodged au Greffe on 26th November 2002
by the Human Resources Committee**



STATES OF JERSEY

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Report

In July, 2000, the States approved Regulations which made changes to the pension conditions which apply to paramedic ambulance staff employed by the Health and Social Services Committee. This was part of a series of changes designed to develop the ambulance service into a professional, emergency service.

The effect of the changes was to place paramedic ambulance staff into category A of the pensions Regulations. This meant that they henceforth had a normal retirement age of 55 and optional retirement age of 50. (Previously the ages had been 65 and 60 respectively). Their pension calculation accrual rate was also improved - to 45ths (of salary for each year of service) for members of the 'existing members' scheme and 60ths for members of the 'new members' scheme.

It is now necessary to alter the pension conditions of the three civil service ambulance managers in order that proper succession planning can be made within the service. This is normal for the senior management grades within the emergency services, such as Police, Fire, Prison and Airport Fire and Rescue Services. This involves placing the three managers into category B of the pensions regulations. This means that officers will have a normal retirement age of 60 and optional retirement age of 55. Pension calculation accrual rate will also be improved - to 45th for members of the 'existing members' scheme and 60th for members of the 'new members' scheme.

The costs of the proposal are divided into two parts: past service liability and additional future service costs. The past service liability cost as at 1st January, 2002, was £374,700, to be paid into the PECRS fund over the next nine years. Additional ongoing costs to cover future service are £11,800 per annum. However, salaries of the three officers affected will be abated by 4% in order to contribute towards these additional costs, which will give a net additional annual cost for future service of £5,900. These costs will increase in line with annual salary increases.

The amendment relating to the Ambulance Managers affects five sets of regulations - the General Regulations, 1989; the original 1967 Regulations; the Former Hospital Scheme Regulations; the 'Existing Members' Regulations; and, the 'New Members' Regulations.

Amendment No. 8 of the General Regulations is included to provide fair pension treatment in the situation where a member moves into or out of the Ambulance Manager job category. The opportunity has also been taken to make a corresponding change to cover changes of duties for Emergency Ambulance Officers subject to the 1967 Regulations.

Note: These Amendments seek to change the terms and conditions of service for Senior Ambulance Managers and represent the final stage in an overall review of the terms and conditions of employment for all ambulance staff. All staff will, in future, be employed on conditions comparable with their counterparts in the Emergency Services.

Discussions and negotiations between the senior managers and the Human resources Committee were concluded in 2001 and agreed by the Health and Social Services Committee in June that year. In reaching an agreement, the senior managers have accepted a salary abatement in recognition of the increased benefits gained from the early retirement option and this will lower the overall cost of the proposal.

The Finance and Economics Committee therefore supports the amendments.

Explanatory Note

The objects of these Regulations are -

- (a) to update the provisions of the Public Employees Contributory Retirement Scheme which set out how members' benefits are adjusted in the event of a change in their duties from a "uniformed" job category to a "non-uniformed" job category (or vice versa). The "uniformed" job category is being expanded to include the Chief Ambulance Officer or an Assistant Chief Ambulance Officer in the States of Jersey Ambulance Service and this means it is necessary to make consequential changes to the rules governing change of duties;
- (b) to clarify that the corresponding rules also apply in relation to States of Jersey Emergency Ambulance Officers who are subject to the original 1967 Regulations.

Public Employees (Retirement) (Jersey) Law 1967

**PUBLIC EMPLOYEES (CONTRIBUTORY RETIREMENT SCHEME) (GENERAL) (AMENDMENT No. 8) (JERSEY)
REGULATIONS 200-**

(Promulgated on the _____ day of _____ 200-)

STATES OF JERSEY

The _____ day of _____ 200-

THE STATES, in pursuance of Article 2 of the Public Employees (Retirement) (Jersey) Law 1967,^[1] as amended,^[2] have made the following Regulations -

1. In Regulation 16 of the Public Employees (Contributory Retirement Scheme) (General) (Jersey) Regulations 1989,^[3] as amended^[4] -

- (a) after the words “17A” there shall be inserted “17B, 17C”; and
- (b) after the word “applies” there shall be inserted “or a member to whom Regulation 15C of the Former Hospital Scheme Regulations applies”.

2. These Regulations may be cited as the Public Employees (Contributory Retirement Scheme) (General) (Amendment No. 8) (Jersey) Regulations 200 and shall come into force on 1st January 2003.

^[1] Recueil des Lois, Volume 1966-1967, page 528.

^[2] Recueil des Lois, Volume 1988-1989, page 25 and Volume 1994-1995, page 427.

^[3] No. 7956.

^[4] No. 8446.