

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY R.J. WARD OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 15th JANUARY 2019**

Question

Can the Chairman update the Assembly on plans for reviewing teachers' terms and conditions of employment and advise –

- (a) whether the Chief Executive is directly involved in the review;
- (b) whether the March 2019 deadline for completion of the process is adequate for full engagement of all stakeholders and union representatives;
- (c) how the roles of teachers will be evaluated;
- (d) the education model the evaluation will be based upon (exam outcomes, for example);
- (e) whether there will be job losses following the evaluation and, if so, at what tier(s); and
- (f) what savings are planned from the revaluation of these roles?

Answer

- (a) The Pay and Reward Review has been commissioned by the States Employment Board who have oversight of, and responsibility for this work. The Chief Executive Officer will be kept fully informed of progress;
- (b) March 2019 is the date by which SEB have asked for priority issues to have been identified. These will then be negotiated with the relevant union(s) over the summer, with changes being implemented on 1 January 2020;
- (c) Teachers' roles will be evaluated using two evaluation systems which will provide a consistency check. The two systems to be used are HAY and Agenda for Change, both well-established and reputable schemes;
- (d) The education model will be the latest agreed professional teaching standards
- (e) There will be no job losses as a result of job evaluation. The number of roles across Education will be considered as part of the wider work on organisational structures, to ensure that resources are sufficient to provide education for children and young people;
- (f) There is no financial savings target associated with the review of organisational structures or the evaluation of roles.