

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY M.R. HIGGINS OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 6th OCTOBER 2020**

**Question**

“Will the Chair provide an update on how the States Employment Board dealt with the case of 126 social workers and health professionals whose pay was incorrectly increased in 2017 through wrongful regrading, including any financial consequences of that act?”

**Answer**

All the involved roles have now been evaluated and the full scope of the project has been fulfilled. The project has received positive feedback from senior members of HCS, Probation and CYPES in terms of how this work has been managed, the outcomes that have been communicated to individuals and their managers, and the mainly positive impact on their teams. Civil Service Staff Side were kept fully appraised throughout the project, enabling them to advise and support their members of each stage of the process. They have positively supported the process including the appeal process.

The overall cost of the project, including the cost of job evaluations and the cost of pay protection for those downgraded as a result of it, amounts to £892,200.