

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY H.L. JEUNE OF ST. JOHN, ST. LAWRENCE AND TRINITY
QUESTION SUBMITTED ON MONDAY 9th SEPTEMBER 2024
ANSWER TO BE TABLED ON MONDAY 16th SEPTEMBER 2024**

Question

“Will the Minister advise –

- (a) the date when the next Government [Gender Pay Gap Report](#) will be published;
- (b) whether the Government intends to produce a gender pay gap action plan for all States departments and, if so, when and, if not, why not;
- (c) what budget, if any, has been allocated for 2025 to ensure the continued production of gender pay gap reports and the development of an action plan and, if no budget has been allocated, why not;
- (d) how many Arm’s Length Organisations and Specified Organisations (as defined in the Public Finances (Jersey) Law 2019) have volunteered to publish their gender pay and income ratio information, as mentioned in [P.31/2023 as amended](#)?

Answer

(a) The next Gender Pay Gap Report is due to be published in December. The latest Public Sector Staffing Statistics were published on 27th August and is available here: [Public Sector Staffing Statistics \(gov.je\)](#) and the next set is due to be published in November.

(b) There will not be a separate gender pay gap action plan for each Government department, but departments are in the process of creating Workforce Plans, which will address workforce pay gaps in all diversities, including gender.

(c) Gender pay gap reports are produced as business as usual from within existing resources.

(d) Five of the six Specified Organisations report their gender pay and income ratio information-

- Andium Homes Limited

Yes – see [Andium-Homes-Annual-Report-2022](#)

- Jersey Post International Limited

Yes – see [Jersey Post report 2023](#)

- JT Group Limited

Yes – see [Jersey Telecom Annual Report 2023](#)

- Ports of Jersey Ltd

Yes – see [POJ-Annual Report 2023](#)

- States of Jersey Development Company

Yes – see [Jersey development annual report 2023](#)

- Jersey Overseas Aid Commission

No - JOAS only employs 8 staff, so pay reporting would risk indicating individual salaries. In addition, JOAS does not formally record the gender of its employees

The public Finances Manual identifies 13 Arm’s Length Organisations:

- Digital Jersey
- Visit Jersey Limited
- Jersey Sport
- Jersey Arts Trust
- Jersey Arts Centre Association
- Jersey Opera House
- Jersey Heritage Trust
- Employ Jersey
- Jersey Finance Limited
- Jersey Business Limited
- Jersey Advisory and Conciliation Service
- Jersey Consumer Council
- Jersey Citizens Advice Bureau

The list does not include organisations that receive funding from the Government or States of Jersey of less than £75,000 per year.

Jersey Sport, Jersey Business and Visit Jersey have volunteered to report on their gender pay and income ratio in 2024 and, in line with our previous commitments, the Government is currently working with the other ALOs to confirm their commitment to gender pay reporting.