

**WRITTEN QUESTION TO THE MINISTER FOR INFRASTRUCTURE
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 10th JULY 2018**

Question

Further to the response to Written Question 82/2018, will the Minister state –

- (a) the number of staff employed before and after outsourcing, along with the grades of the employees and the hourly rates of pay involved;
- (b) whether any further changes to Terms and Conditions were involved, such as to overtime rates, bank holiday rates, sickness and holiday entitlements, pension payments and antisocial hours payments, and, if so, what any such changes were; and
- (c) why there was a difference in the statement provided for savings arising from the outsourcing of cleaners, compared with the savings arising from the outsourcing of gardeners?

Answer

(a) *State the number of staff employed before and after outsourcing, along with the grades of the employees and the hourly rates of pay involved*

The figures below include staff transferred from DfI to other departments within the States.

Job Role:	Grade: *	Before Review / Outsourcing	Retained within the States after Review / Outsourcing
Manager	C/S 13	2	1
Assistant Manager	C/S 9	6	5 **
Chargehand	M/W 6	6	6
Chargehand	M/W 5	5	2
M/W Staff	M/W 5	7	3
M/W Staff	M/W 4	20	19
M/W Staff	M/W 3	42	10
M/W Staff	M/W 2	14	4
M/W Staff	M/W 1	38	2
Apprentices	App 1	2	2
Totals		142	54

* Hourly rates were as per the States pay agreements applicable at the time.

** Assistant Managers responsible for outsourced contract management as well as managing retained staff teams.

(b) Whether any further changes to Terms and Conditions were involved, such as to overtime rates, bank holiday rates, sickness and holiday entitlements, pension payments and antisocial hours payments, and, if so, what any such changes were?

No changes to States 'Terms and Conditions' of employment were involved. Departmental staff who continued to be employed within Parks and Cleaning Services did so on the same States of Jersey staff terms and conditions of employment as they did prior to the outsourcing carried out in 2016.

(c) Why was there was a difference in the statement provided for savings arising from the outsourcing of cleaners, compared with the savings arising from the outsourcing of gardeners?

It became clear through the formal tendering process that the largest savings related to areas of service where the costs mainly arise from staff costs and where non-staff costs such as vehicles, plant and equipment and materials are less significant.

In general terms the outsourced areas of cleaning mainly involve staff costs whereas the outsourced gardening areas include a greater element of non-staff costs.