

**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**

Further to statements made by the Vice Chairman of the States Employment Board in the media that civil service pay is higher than private sector equivalents, can the Chairman provide details of the process being used to make direct comparisons between work roles and pay awards between civil service posts and the private sector?

**Answer**

As part of the preparation for pay negotiations we review local market pay rates using a variety of sources such as local salary surveys, discussions with employers and our own analysis.

The Trade Unions have been provided with the information, in the past, which shows that public sector salaries up to the equivalent Grade 11/12, which covers c 85 % of the workforce are either the same or in excess of the private sector.

Above that level, our salaries are below the private sector especially in roles such as finance where the impact of the local finance sector may distort the local employment market at senior levels.