

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 5th MARCH 2013**

Question

Will the Chief Minister provide details of the integrated reward framework to resolve the structural inequality between nurses and other health professionals, referred to in his answer to question 7446 on 19th February 2013, and, in particular, advise how much this framework might cost and in what timeframe it can be delivered?

Answer

The integrated reward framework will be designed to provide equal pay for work of equal value by introducing harmonised terms and conditions for States of Jersey Healthcare employees (Nurses, Midwives, Civil Service allied health professionals such as Physiotherapists, Porters, Health Care Assistants etc.). A single pay structure will provide employees with rates of basic pay that are managed through a fair job evaluation and pay management system that will also include incremental progression based on competency development, contribution and performance.

Building on the equal pay for work of equal value review undertaken in 2012 with our Trade Union colleagues, we are currently planning the workforce modernisation of Health and Social Services. Accordingly, the cost of the new reward framework will only be crystallised when we have designed the final reward structure and negotiated the assimilation of employees.

Bearing in mind the complexity of the existing employment conditions of pay groups that deliver Healthcare in Jersey, with full Trade Union partnership and the appropriate injection and allocation of resources, a new reward framework for Health and Social Services will be deliverable by December 2014.