

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 6TH JUNE 2017**

**Question**

Will the Chief Minister –

- (a) summarise for members in tabular form the net impact in percentage terms of wage-restraint policies and inflation on public sector pay, broken down by pay group, over the period 2009 to 2016;
- (b) advise what his proposals are for public sector pay claims over the 4-year period 2017 to 2020 and which groups are to be involved in the proposed 'single spine' for pay and conditions over this period; and
- (c) detail what savings in public sector costs, if any, are targeted from these proposed changes to working conditions, broken down by pay group?

**Answer**

- (a) Appendix attached.
- (b) The SEB has been involved in detailed redesign of its reward and terms and conditions structure since 2013 working closely with its recognised Trade Unions. It has been in active negotiations since the start of 2016, which culminated in a joint approach from SEB and Trade unions for further investment to COM in January 2017, which was approved. Further negotiations have continued since then to date. Given these negotiations are live it is inappropriate to comment further.

The pay groups in scope are Civil Servants, Nursing and Midwifery, and Unite Manual workers and affiliates.

Police, fire and prison officers, teachers and head teachers are not in scope and are subject to the normal collective bargaining. It is planned that these groups will undertake modernisation discussions /negotiations in the period.

All negotiations are taking place within the MTFP2 cash limits as set by the Assembly

- (c) There are no savings targets expected from the redesign of the reward structure and terms/conditions. The redesign will promote fairness across pay groups, reduce bureaucracy and create a modern, flexible workforce. The budget for staffing remains as agreed in the MTFP2.

Year	JERSEY RPI % change	Fire	Difference to Jsy RPI for Fire	Police	Difference to Jsy RPI for Police	Prison	Difference to Jsy RPI for Prison	Civil Servants	Difference to Jsy RPI for Civil Servants	Manual Workers	Difference to Jsy RPI for Manual Workers	N&MW	Difference to Jsy RPI for N&MW	Teachers	Difference to Jsy RPI for Teachers	Ambulance	Difference to Jsy RPI for Ambulance
<b>2009</b>	2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%	0.0%	-2.1%
<b>2010</b>	2.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%	2.0%	-0.1%
<b>2011</b>	5.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%	2.0%	-3.4%
<b>2012</b>	2.8%	0.0%	-2.8%	0.0%	-2.8%	0.0%	-2.8%	0.0%	-2.8%	0.0%	-2.8%	1.0%	-1.8%	0.0%	-2.8%	0.0%	-2.8%
<b>2013</b>	1.2%	1.0%	-0.2%	1.0%	-0.2%	1.0%	-0.2%	1.0%	-0.2%	1.0%	-0.2%	4.0%	2.8%	1.0%	-0.2%	1.0%	-0.2%
<b>2014</b>	1.9%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%	4.0%	2.1%
<b>2015</b>	0.1%	0.0%	-0.1%	0.0%	-0.1%	0.0%	-0.1%	0.0%	-0.1%	0.0%	-0.1%	0.4%	0.3%	0.0%	-0.1%	0.0%	-0.1%
<b>2016</b>	2.0%	0.0%*	-2.0%	1.0%	-1.0%	1.0%	-1.0%	1.0%	-1.0%	1.0%	-1.0%	1.0%	-1.0%	1.0%	-1.0%	1.0%	-1.0%
Cumulative % increase from 2009 to 2016	<b><u>18.9%</u></b>	<b><u>9.3%</u></b>	<b><u>-8.4%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>	<b><u>15.3%</u></b>	<b><u>-3.3%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>	<b><u>10.4%</u></b>	<b><u>-7.5%</u></b>

\*2016 Fire Pay Award is subject to Arbitration. A 1% award was offered by the Employer.