
STATES OF JERSEY



STATES EMPLOYEES' REMUNERATION: 2009

**Presented to the States on 8th June 2010
by the Chief Minister**

STATES GREFFE

REPORT

1. In accordance with normal practice, the States Treasurer has included Notes regarding the remuneration of States employees in the Financial Report and Accounts for 2009 (**Appendix A**).
2. In order to provide more information to States Members, the States Employment Board is providing details of the types and numbers of posts to be found within the remuneration bands (**Appendix B**).
3. During 2009, 556 Public Sector Employees earned in excess of £70,000 representing approximately 7.89% of the total Public Sector. These earnings include overtime, standby and other allowances in addition to basic salary. They also include the employer's pension contribution of 15.6% which is applied to basic salary.
4. Employees who earn in excess of £70,000 include senior Civil Servants, Chief Officers, States/Judicial appointments, Doctors/Hospital Consultants/Specialists, senior Fire, Police and Prison Officers, Headteachers, Highlands College Management, Law Draftsmen, Legal Advisers, some Nurses, Midwives and Paramedics, 5 Teachers and 2 Manual Workers earning high levels of overtime pay.
5. It should be further noted that the term 'Civil Servant' includes a number of professions such as States Vet, Official Analyst, Senior Ambulance Officers, Air Traffic Controllers, Meteorologists, Engineers, Accountants, Customs and Immigration Officers, Modern Matrons, Physiotherapists, Pathologists, Microbiologists, Radiologists and Pharmacists.
6. From Appendix A, it can be seen that there were 15 **additional** employees from non-trading departments and 3 **additional** employees from trading departments earning £70,000+ in 2009 compared with 2008. The overall increase of 18 **additional** employees is lower than previous years and this can be attributed to such factors as the pay-freeze in 2009 and a reduction in the police overtime that was incurred during the Historic Abuse Enquiry since 2008.

The increase of 15 non-traders is made up of an entry of 72 into, and an exit of 57 out of, the £70,000+ pay bracket. The entry of 72 employees can be explained as follows:

6.1 **20 employees on account of an increase in grade due to promotion, an increase in contractual hours or through job re-evaluation –**

- *7 Civil Servants*
- *2 States Fire and Rescue Service*
- *1 Education, Technical, Secretarial and Support*
- *2 Hospital Consultants*
- *2 Headteachers*
- *6 Legal Advisers;*

6.2 **36 employees on account of receiving standby, overtime and supplementary payments (often relating to being on call) –**

- *17 Civil Servants*
- *2 Hospital Consultants*
- *1 Manual Worker*
- *4 Nurses/Midwives*
- *2 Paramedics*
- *5 Teachers*
- *5 Police*

(please see notes below);

6.3 **16 new employees to the States of Jersey –**

- *4 Civil Servants*
- *2 Chief Officers*
- *2 Police*
- *8 Hospital Consultants*

(please see notes below).

The increase of 3 non-traders is made up of an entry of 5 into, and exit of 2 out of, the £70,000+ pay bracket. The entry of 5 employees can be explained as follows:

6.4.1 **4 employees on account of receiving standby and overtime payments (often relating to being on call) –**

- *3 Civil Servants*
- *1 Airport Rescue and Fire-fighting Service;*

6.4.2 **1 Civil Servant on account of an increase in grade due to promotion.**

7. The salaries of jobs paid over £100,000 (exclusive of pension) in 2009 are shown in **Appendix C**. These are given in bands of £5,000.00 in accordance with practice in the UK Civil Service and with legal advice in relation to the Data Protection (Jersey) Law 2005.

**Chief Minister
June 2010**

Notes

- 6.2 The 2 Hospital Consultants received supplements for standby and on-call, and an extra percentage from their basic pay for supervising a junior Doctor.
- 6.2 The 5 Teachers all received additional supplements for acting up or for completing additional responsibilities.

- 6.3 Of the 4 new Civil Servants, 3 filled vacant positions.
- 6.3 The 2 new Chief Officers filled 2 vacant Chief Officer positions.
- 6.3 The 2 new Police employees are covering 2 vacant positions.
- 6.3 Of the 8 new Hospital Consultants, 3 filled vacant positions.

APPENDIX A

Notes regarding the Remuneration of States Employees 2009

Remuneration	2009		2008	
	Non-Traders	Traders	Non-Traders	Traders
£70,000 – £89,999	306	19	317	23
£90,000 – £109,999	96	17	81	13
£110,000 – £129,999	51	5	44	2
£130,000 – £149,999	23	1	24	1
£150,000 – £169,999	23		20	
£170,000 – £189,999	9		6	
£190,000 – £209,999	2		1	
£210,000 – £229,999	0		1	
£230,000 – £249,999	2		5	
£250,000 – £269,999	2			
TOTALS	514	42	499	39
OVERALL TOTAL	556		538	

APPENDIX B

STATES OF JERSEY 2009 REMUNERATION*
TRADING AND NON-TRADING DEPARTMENTS

NON-TRADERS			TRADERS			Over- all total	
REMUNERATION	PAY GROUP	TOTAL EMPLOYEES	HARBOURS	AIRPORT	Total for Traders		
£70,000 to £89,999	ETSS	1					
	ARFF	0		2			
	Civil Servants	176		17			
	Chief Officers	1					
	Doctors (Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers)	17					
	Fire	4					
	Headteachers	36					
	Highlands College Management	7					
	Law Draftsmen	0					
	Legal Advisers	5					
	Manual Workers	2					
	Nurses and Midwives	6					
	Paramedics	4					
	Police	32					
	Prison	8					
	States/Judicial	1					
	Teachers	6					
	Total for band		306	0	19	19	325
	£90,000 to £109,999	Civil Servants	51	1	16		
Chief Officers		2					
States/Judicial		2					
Consultant Doctors, Associate Specialists and Staff Grades							
Doctors		18					
Headteachers		6					
Legal Advisers		3					
Police		14					
		96	1	16	17	113	
£110,000 to £129,999	Civil Servants	4	2	2			
	Chief Officers	7	1				
	Consultant Doctors, Associate Specialist and Staff Grade						
	Doctors	25					
	States/Judicial	6					
	Highlands College Management	1					
	Law Draftsmen	4					
	Legal Advisers	4					
	Police						
		51	3	2	5	56	

NON-TRADERS			TRADERS			Over- all total
REMUNERATION	PAY GROUP	TOTAL EMPLOYEES	HARBOURS	AIRPORT	Total for Traders	
£130,000 to £149,999	Civil Servants	0				
	Chief Officers	7		1		
	Consultant Doctors and Associate Specialist					
	Doctors	11				
	States/Judicial	1				
	Law Draftsmen	1				
	Legal Advisers	2				
Total for band	Police	1				
		23	0	1	1	24
£150,000 to £169,999	Civil Servants	1				
	Chief Officers	2				
	States/Judicial	1				
	Consultant Doctors	18				
	Legal Advisers	1				
		23	0	0	0	23
£170,000 to £189,999	Civil Servants	1				
	Consultant Doctors	8				
		9	0	0	0	9
£190,000 to £209,999	Consultant Doctors	1				
	States/Judicial	1				
		2	0	0	0	2
£210,000 to £229,999		0				
		0	0	0	0	
£230,000 to £249,999	States/Judicial	1				
	Consultant Doctors	1				
		2	0	0	0	
£250,000 to £269,999	States/Judicial	1				
	Chief Officers	1				
		2	0	0	0	
Gross Totals		514	4	38	42	556

Note:

*Figures include Employer's pension costs.

APPENDIX C

Salary bands of jobs paid over £100,000 (exclusive of pension) in 2009	
Job Title	Salary Per Annum
Bailiff	£199,911 – £204,911
Deputy Bailiff	£172,878 – £177,878
Attorney General	£168,030 – £173,030
Solicitor General	£147,216 – £152,216
Judicial Greffier	£130,905 – £135,905
Greffier of the States	£105,609 – £110,609
Deputy Judicial Greffier	£104,108 – £109,108
Chief Executive	£207,549 – £212,549
Medical Officer of Health	£143,304 – £148,304
Director of International Finance	£142,318 – £147,318
Treasurer of the States	£138,472 – £143,472
Deputy Chief Executive/Chief Officer – Resources	£138,472 – £143,472
Chief Officer – Health and Social Services	£126,884 – £131,884
Director – Education, Sport and Culture	£125,957 – £130,957
Director of International Tax	£125,500 – £130,500
Chief Officer – Police	£124,999 – £129,999
Airport Director	£122,192 – £127,192
Chief Officer – Transport and Technical Services	£121,464 – £126,464
Chief Officer – Economic Development Department	£121,340 – £126,340
Comptroller of Income Tax	£117,171 – £122,171
Head of Employment Relations	£113,433 – £118,433
Director of Property Management	£113,433 – £118,433
Chief Officer – Social Security	£110,329 – £115,329
Chief Officer – Home Affairs	£110,329 – £115,329
Chief Officer – Planning and Environment	£107,636 – £112,636
Principal Highlands	£103,731 – £108,731
Chief Executive of Customs and Immigration	£101,885 – £106,885
Harbourmaster and Chief Executive	£101,885 – £106,885
Director of Human Resources	£101,840 – £106,840
IT Director	£100,840 – £105,840
Chief Officer – Housing	£97,803 – £102,803
Assistant Magistrate (x 2)	£106,945 – £111,945
Lieutenant Governor	£98,706 – £103,706
Principal Legal Adviser	£129,500 – £134,500
Director (Criminal Division)	£122,500 – £127,500
Senior Legal Adviser 1	£113,500 – £118,500
Law Draftsman	£111,100 – £116,100
Crown Advocate	£110,500 – £115,500
Senior Legal Adviser 2	£108,000 – £113,000
Senior Assistant Law Draftsman	£102,646 – £107,646
Senior Legal Adviser (x 2)	£100,528 – £105,528

Hospital Consultant (x 16)	£135,930
Hospital Consultant (x 10)	£124,481
Hospital Consultant (x 3)	£118,567
Hospital Consultant	£113,151
Hospital Consultant (x 2)	£112,653
Hospital Consultant	£110,879
Hospital Consultant (x 2)	£109,696
Hospital Consultant (x 2)	£108,744
Hospital Consultant (x 5)	£102,972
Hospital Consultant (x 2)	£101,789
Hospital Consultant (x 2)	£100,607