

**STATEMENT TO BE MADE BY THE PRESIDENT OF THE POLICY AND
RESOURCES COMMITTEE ON TUESDAY, 22nd JULY 2003**

Senior Salaries

The Policy and Resources Committee has been reviewing the issue of the disclosure of salaries paid to senior officers employed in the States of Jersey. We firmly believe that the public and States members have the right to know the levels of remuneration of senior public employees. We have therefore decided that each year the Committee will publish a table of salary groupings. Table 1 attached shows the figures for June, 2003. I should point out that these are salary figures, they do not include employer pension and social security contributions which in general are worth 21.66% of salary.

The salaries of the senior officers are negotiated on the basis of regular reviews of external comparability and internal relativity. The interval at which such reviews are carried out is normally every four years. These reviews help my Committee determine what adjustments, if any, need to be made, given changes that may have taken place between reviews. In the intervening years between reviews salary increases paid to senior officers normally are considered in the light of negotiated increases elsewhere in the public service.

Other Salaries

In the local press recently, there was much criticism of the fact that some 10% of States employees earn of the order of £50,000 plus. The suggestion was made that no other local business could afford to pay 10% of its staff at these salary levels.

I should like to comment on this. The people of Jersey have the right to expect the States to employ a good quality professional workforce, most of whom are not 'pen-pushers' (the description used by the Press). We have to pay salaries which are in line with, and follow, the market for people like officers, medics, teachers and other professionals. I have therefore decided to publish a much fuller analysis of the types of staff whose salary is more than approximately £41,000 per annum. I believe this will allow people to make their own judgements. Table 2 shows this analysis.

I would like to emphasise the following –

- (i) the salary groupings quoted in the Financial Report and Accounts for 2002 for staff were inclusive of the employer's pension and social security contributions, and any additional payments to some staff for extra hours commitments over and above contractual requirements. Therefore the figures quoted are for employees whose pay is more than approximately £41,000, this equates to the £50,000 figure quoted;
- (ii) the States of Jersey cannot be compared with any other single local business. It comprises a range of 'businesses' which in many cases employ a variety of specialists and professional staff, many of whom do not have counterparts in the private sector. Examples of the professional specialists employed are the following:-

Head Teachers, Deputy Head Teachers, Hospital Consultants, Doctors, professions supplementary to medicine, nursing sisters, Probation Officers, Social Workers, senior Police Officers, senior Prison Officers, scientists, engineers, accountants, planners, lawyers, Air Traffic Controllers etc. These form a significant proportion of those in States employment whose salary is more than £41,000 per annum.

Public Sector Performance

Whilst on the subject of staff employed by the States I and my Committee have been concerned by the growing practice of States members to denigrate public employees in this Assembly and through the media. This is having an adverse effect on the morale of the Public Service and the ability of the Service to recruit and retain competent staff. We believe that all staff are accountable for their performance and no one should be allowed to deliver anything less than good performance, but general unsubstantiated criticism of staff hampers rather than improves performance.

If a States member is concerned with the performance of any individual public employee, then he or she should raise that with the relevant Chief Officer and, if necessary, with our new Chief Executive. I know that he is determined to develop a real culture of performance and he has assured me that he and all Chief Officers will respond seriously and appropriately to any such concerns raised by any States member.

Equally, we believe it is important that due recognition is given to the commitment and successes of all our staff, regardless of their role or function, who are responsible for the effective and efficient delivery of public services. It is our belief that by building on success we will encourage and enthuse our staff to strive for the highest levels of achievement and quality standards which the public of this Island have every right to expect.

Table 1

STATES OF JERSEY
SALARY SCHEDULE - CROWN OFFICERS AND OTHER SENIOR APPOINTMENTS

Effective 1st June, 2003

Basic Pay

<u>SALARY GROUPINGS (rounded)</u>	<u>Crown Officers and Legal Advisers (in alphabetical order)</u>	<u>Chief Officers and Other Positions (in alphabetical order)</u>
£150,000 - £175,000	Bailiff	Chief Executive
£125,000 - £150,000	Attorney General Deputy Bailiff Solicitor General	
£100,000 - £125,000	Judicial Greffier Legal Adviser – Principal (2) Magistrate	Education, Sport and Culture - Director Health and Social Services – Chief Executive Jersey Airport - Director Policy and Resources – Director International Finance Police – Chief Officer Postal – Chief Executive Treasurer of the States
£75,000 - £100,000	Judicial Greffe – Deputy Judicial Greffe – Registrar – Family Division Law Draftsman Law Draftsman – Senior Assistant Law Draftsman – Assistant (5) Legal Adviser Police - Senior Legal Advisers Police – (2) Legal Advisers – Senior (4) Magistrate - Assistant	Community and Social Services – Director Customs and Immigration – Chief Executive Economic Development– Chief Executive Education, Sport and Culture – Deputy Director Employment and Social Security – Controller Fire Service – Chief Officer General and Acute - Director Harbours - Chief Executive Highlands, Principal Hospital Consultants – (41) Housing – Chief Executive Human Resources – Chief Executive Income Tax – Comptroller Medical Officer of Health Planning and Environment – Chief Executive Police – Deputy Chief Policy and Resources – Deputy Chief Executive Postal – Directors (4) Prison Governor Public Services Department – Chief Executive States Greffier Tourism – Chief Executive

For Notes see over page.

Notes:

- (1) Each position has been assessed and ranked. The pay policy line is determined each year by the Committee, based on survey information and other relevant considerations, such as affordability and conditions in the economy. The line is established as a function of the relationship between the relative worth of the responsibilities of the positions under consideration and the appropriate salary level, which is influenced by market considerations, negotiated settlements and other related factors, all within established Committee pay policy.
- (2) the salaries of the Crown Officers and States legal appointees are still under review for future years
- (3) () = number of postholders.

Table 2

**Summary of Numbers of Crown & States of Jersey Appointees and Employees
with total costs of employment for 2002
above £50,000 (See note below)**

CROWN & STATES APPOINTEES AND EMPLOYEES	Total Numbers	% of Total Workforce (7673)
Managerial and Administrative Staff	169	2.20%
Chief Officers	23	0.30%
Air Traffic Controllers	23	0.30%
Professionals aligned to Medicine :- (Path Lab, Physio, X-Ray, Pharmacy, etc)	74	0.96%
Meteorological Officers	11	0.14%
Department of Electronics Engineers	25	0.33%
Customs Officers	14	0.18%
Immigration Officers	5	0.07%
Engineers and Other Professional Groups	87	1.13%
Uniformed Services (Police/Fire/Prison)	148	1.93%
Consultants/Doctors/Nurses/Ambulance	99	1.29%
Teachers (Head Teachers/Deputy Head Teachers/Teachers)	78	1.02%
Postal Staff	13	0.17%
Telecoms Staff	68	0.89%
Crown Officers/Legal Officers and other Senior States Appointees	32	0.42%
Other States employees	13	0.17%
Total	882	11.5%