

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 25th MAY 2010**

**Question**

“Will the Chief Minister inform members of the terms of the Voluntary Redundancy (VR) package currently in place for public sector workers?”

Will he agree to release the terms of reference for the review of terms and conditions to be conducted as part of the Comprehensive Spending Review when they are finalised, along with the name of the person appointed to conduct the review?

Will he assure members that any changes to terms and conditions, including VR will be subject to full negotiations with employee representatives and will not be imposed on public sector workers?

Will he also explain to members why he considers that “it would not be appropriate” to bring any changes to terms and conditions to the States for ratification?”

**Answer**

The terms currently in place for Voluntary Redundancy for public sector workers are as follows:-

- More than 5 years service 18 months pay
- More than 10 years service 20 months pay
- More than 15 years service 22 months pay
- More than 20 years service 24 months pay
- More than 25 years service 26 months pay
- More than 30 years service 28 months pay
- More than 35 years service 30 months pay

Employees with less than 5 years service would receive 2 weeks pay for each full year of service under age 40 and 3 weeks pay for each full year of service over age 40.

I am prepared to release the terms of reference for the review of terms and conditions to be conducted as part of the Comprehensive Spending Review when they are finalised, along with the name of whoever is appointed to conduct the review.

It is the States Employment Board’s intention to fully negotiate and consult with the employee representatives on those matters which form part of current agreements with trade unions and staff associations. Voluntary Redundancy terms have never been negotiated with staff representatives – they are incorporated in a policy which applies equally to all pay groups. But it is the Board’s intention to consult with staff representatives on any changes it might propose to make. There is no intention to impose changes without prior negotiation or consultation.

The reason why I said that it would not be appropriate to bring any changes to terms and conditions of States employees to the States for ratification is because under the Employment of States of Jersey Employees (Jersey) Law of 2005, it is the States Employment Board, and not the States Assembly, which is the employer, and it is the employer which determines, after negotiation and consultation, the terms and conditions of employment of States employees. This is consistent with law and practice in the public sector for many years now.