

STATES OF JERSEY



BREAKDOWN OF GENDER PAY (P.31/2023): AMENDMENT

Lodged au Greffe on 6th June 2023
by the Council of Ministers
Earliest date for debate: 13th June 2023

STATES GREFFE

BREAKDOWN OF GENDER PAY (P.31/2023): AMENDMENT

1 PAGE 2, PARAGRAPH 1 –

Designate the existing paragraph as paragraph 1 and insert the following additional paragraph –

“2 that the Council of Ministers should encourage all Arm’s Length Organisations and Specified Organisations (as defined in the Public Finances (Jersey) Law 2019) to publish their gender pay and income ratio information in a transparent manner as soon as practicable.”

COUNCIL OF MINISTERS

Note: After this amendment, the proposition would read as follows –

THE STATES are asked to decide whether they are of opinion –

1. that the States Employment Board should publish annually –
 - (a) a breakdown of gender pay relative to salary bands for each Government department, commencing January 2024;
 - (b) a breakdown of gender pay for full-time and part-time Government employees, commencing January 2024; and
 - (c) a report of the income ratio of the highest and lowest income earners within each Government department, commencing January 2024.
2. that the Council of Ministers should encourage all Arm’s Length Organisations and Specified Organisations (as defined in the Public Finances (Jersey) Law 2019) to publish their gender pay and income ratio information in a transparent manner as soon as practicable.

REPORT

The purpose of this amendment is to expand the scope of Deputy Andrews' proposition, to include Arm's Length Organisations (as listed in the Public Finances Manual) and Specified Organisations (as specified in Schedule 2 of the Public Finances (Jersey) Law 2019).

The Council of Ministers supports the intention of Deputy Andrews' proposition, recognising the importance of transparency in relation to gender pay, in order to achieve progress on gender equality. The States Employment Board is making much progress in this area.

The Government of Jersey, like many governments, relies upon Arm's Length Organisations to fulfil certain functions and achieve certain objectives.

As noted in the Comptroller and Auditor General's report *Oversight of Arm's Length Organisations* in 2017 '*the establishment or funding of an ALO does not relieve government from a responsibility for ensuring that good governance is being demonstrated, effective internal control is in place and value for money is being secured.*'

That same report recommended that Government should be clearer in demonstrating how ALOs are linked to corporate and departmental objectives.

This Government is committed to promoting diversity, equity and inclusion as a key objective. This amendment has therefore been lodged to underline an expectation that our ALOs and Specified Organisations should also be seeking to deliver on this objective in alignment with the Government.

It is however recognised that the ALOs and Specified Organisations may not be in the same position as Government in their readiness to publish this information. Hence the Council of Ministers will consult with these organisations to encourage them to work towards reporting as soon as practically possible.

Financial and manpower implications

There may be some resource implications for organisations to produce this information. This is likely to be able to be managed within existing budgets.