

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY A.E. JEUNE OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 7th JUNE 2011**

Question

Further to the response given on 15th March 2011 to an oral question, when the Assistant Minister advised that the remuneration level for the new Director of Social Services was 'still under negotiation and all these jobs have to be benchmarked', would the Minister advise whether the negotiations have now been concluded, detail what remuneration and benefits, if any, have been agreed and describe what 'benchmarking' criteria were applied?

Answer

HSSD refers to Written Question 6172 asked by Deputy Jeune on 29 March 2011 (extract from Hansard below)

1.19 DEPUTY A.E. JEUNE OF ST. BRELADE OF THE MINISTER FOR HEALTH AND SOCIAL SERVICES REGARDING THE PAY OF THE DIRECTOR OF SOCIAL SERVICES:

Question

Would the Minister advise whether the remuneration of the Director of Social Services has now been agreed and, if so give details of the whole remuneration/benefits package and, if not, please identify the cause of the delay?

Answer

The total remuneration for the Managing Director of Community and Social Services has been agreed at £140,000 per year. The postholder will not receive a pension contribution or expenses. The holiday entitlement and relocation allowance are as per States standard arrangements.

The salary, which has been benchmarked against the UK, is commensurate with equivalent posts and is appropriate to the scope and responsibility of the role.

Benchmarking was undertaken by two executive search firms based on an analysis of data in published annual accounts plus salary data. Benchmarking was against UK posts which, whilst broadly comparable, have a narrower remit than the HSSD post due to different UK operational structures.

The business case for the salary was supported by the States Chief Executive.