

# STATES OF JERSEY



## **CIVIL SERVANTS EARNING OVER £60,000 PER ANNUM: PUBLICATION OF SALARY BANDS (P.71/2010) – COMMENTS**

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**Presented to the States on 6th July 2010  
by the Chief Minister**

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**STATES GREFFE**

## COMMENTS

1. Where the States Employment Board believes that there is a clear public interest that information should be published, it will do so. That is why it has recently agreed that the salary levels of officers with salaries of more than £100,000 per annum should be published. Further, the States will be aware that information on the earnings of higher-paid States employees is published each year in the Financial Report and Accounts and the supplementary information issued by the States Employment Board (please see page 46 of the 2009 Financial Report and Accounts and R.70/2010 – ‘States Employees Remuneration: 2009 Report’.) Appendix B of R.70/2010, which is attached in the Appendix to these Comments, gives remuneration details of employees in remuneration bands from £70,000 upwards. These are broadly equivalent to salaries of £60,000 per annum upwards once pension contribution is excluded. However, the Board believes that the present proposition is not proportionate in this respect.
2. The Board cannot support the proposal that the personal names of each employee earning over £60,000 should be published as requested in the proposition, nor that the personal details of any enhancements to basic salaries be published. To do so would seriously undermine those individuals’ rights to privacy; strain the implied contractual duty of mutual trust and confidence between employer and employee; and have serious implications for employees’ rights under Article 8 of the European Convention on Human Rights and the First Data Protection Principle (in that it would result in disclosure of personal data of less senior officers who maintain a greater expectation of privacy than those at Chief Officer/Director levels).
3. However, being constructive, and as an alternative to what is being sought in the proposition, the States Employment Board would propose to publish, in bands of £5,000, by department, the numbers of staff who have salaries of over £60,000. Any salary enhancements over and above normal contractual terms will be included in the assessment of salary for reporting purposes. The Board suggests that this would meet the objectives which lie behind the proposition whilst safeguarding the statutory and contractual rights of staff to privacy.
4. The States Employment Board urges States Members to reject this proposition but accept the alternative offer of the States Employment Board.

## APPENDIX

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					
	<b>Total for band</b>		<b>306</b>	<b>0</b>	<b>19</b>	<b>19</b>	<b>325</b>
	£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					
		<b>96</b>	<b>1</b>	<b>16</b>	<b>17</b>	<b>113</b>	
£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						
			<b>51</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>56</b>

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

Note:

\*Figures include Employer's pension costs.