

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY R.J. WARD OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 11th SEPTEMBER 2018**

**Question**

Given the latest published Retail Prices Index (RPI) figure for 2018 is 4.5%, will the Chairman provide –

- (a) the percentage, and precise number, of States workers offered a pay award for 2018 below RPI, including the non-consolidated element of the pay award;
- (b) the percentage, and precise number, of States workers offered a pay award for 2018 below RPI, excluding the non-consolidated element of the pay award;
- (c) a breakdown of the pay awards offered to each group of workers (as shown in the media release of 10th August 2018) by the percentage of States workers and the actual numbers of workers included within each pay award percentage band (e.g. 2% to 3%); and
- (d) the proportions and numbers for parts (a) and (b) for 2019 on the basis that RPI remains at 4.5%?

**Answer**

- (a) 5,797 States workers (86.1 %,) have been offered a pay award for 2018 below June 2018 RPI of 4.5%, including the non-consolidated element.
- (b) 5,797 States workers (86.1%) have been offered a pay award for 2018 below June 2018 RPI of 4.5%, excluding the non-consolidated element of the pay award.
- (c) The breakdown of the pay awards offered to each group of workers (as shown in the media release of 10th August 2018) by the percentage of States workers and the actual numbers of workers included within each pay award percentage band is presented below:

2018		2019		2018 and 2019	Total	
Consolidated %	Non-consolidated %	Consolidated %	Non-consolidated %	Total	Headcount	% of Workforce
<b>Ambulance Service, Family Support Workers, Residential Child Care Officers, Youth Service (the four groups that accepted the workforce modernisation offer)</b>						
6.88 average	-	3.84 average	-	<b>10.72 average</b>	159	2.4%
<b>Manual and Energy from Waste workers</b>						
4.6	-	3.3	-	<b>7.9</b>	795	11.8%
<b>Doctors</b>						
3	-	4	0	<b>7</b>	127	1.9%

2018		2019		2018 and 2019	Total	
<b>Nurses and Midwives</b>						
4.5 average	-	2.1 average	-	6.6 average	983	14.6%
<b>Head Teachers, Deputy Head Teachers, Teachers and Lecturers</b>						
2	1.1	2	1	6.1	934	13.9%
<b>Uniformed Services (Fire, Police and Prison officers)</b>						
2	1.1	2	1	6.1	374	5.6%
<b>Civil Servants</b>						
1	1.1	1	1	4.1	3,209	47.7%
<b>Employees earning £100,000+</b>						
0	0	0	0	0	23	0.3%

- (d) Pay offers are usually informed by the previous year's September RPI as part of the annual pay review process. The 2018/2019 pay offers were informed by the September 2017 RPI of 3.1% for 2018 and the Fiscal Policy Panel economic assumptions for a 2019 RPI of 3.0%. On the basis that RPI remains at 4.5% in 2019, 6,101 States workers (90.7%) have been offered a pay award for 2019 which is below this figure, both when including and excluding the non-consolidated element of the pay awards.