

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 6th NOVEMBER 2018**

Question

Does the States Employment Board have a formal policy, or position, on equal pay for work of equal value and, if so, how is it made publicly available?

How does the States Employment Board monitor whether the States provides equal pay for work of equal value?

What assessment, if any, has the States Employment Board made of which demographic groups of employees are most vulnerable to being paid less than other employees doing work of equal value and what steps are being taken to ensure that such employees are not so affected?

Answer

There is not currently a specific equal pay for work of equal value policy in place. However, there is an overarching Equality and Diversity policy which promotes the values of equality, fairness and diversity within the workforce. This policy is available to view here: <https://www.gov.je/Working/WorkingForTheStates/Policies/Pages/EqualityDiversity.aspx>

The States Employment Board (SEB) governs reward under a set of agreed principles, which includes equal pay for work of equal value. The recent Workforce Modernisation programme, which was rejected at ballot by the large pay groups / trade unions, was designed around the principles of equal pay for equal value to mitigate the risk to the States of Jersey as an employer.

The States undertakes Job Evaluation via Hay and Agenda for Change to provide an independent assessment of the value of each job across the different services. Disparity within and between services, when identified, has been reported to the States Employment Board this includes between some Civil Servants and Nurses and Midwives and Manual Workers and Energy from Waste Operators.

The 2018/2019 pay offers, approved by SEB in July 2018, were designed to go a long way to addressing these concerns.