

**QUESTION TO BE ASKED OF THE PRESIDENT OF THE POLICY AND RESOURCES
COMMITTEE ON TUESDAY 17th FEBRUARY 2004,
BY DEPUTY R.G. LE HERISSIER OF ST. SAVIOUR**

Question

Would the President confirm whether all States' employees received a 5.1% increase in salary as a result of last year's pay settlement, and, if not, would he identify the exceptions, the percentages in question and the reasons for deviating from the 5.1% settlement?

Answer

I can confirm that the great majority of States' employees received an increase in salary of 5.15% as a result of the 2003 pay settlement, that is for the period running from 1st June 2003, to 31st May 2004.

A small number of pay groups received in excess of that amount, and these were as follows –

- (a) The four Crown Officers, together with a limited number of other senior legal appointments, including the Law Draftsman and Legal Advisers, received an average of 2% more than the pay norm of 5.15%, with individual increases above the pay norm ranging from 0% to 4.76%. The maximum increase therefore received under these arrangements, allowing for compounding, was 10.16%. These additional awards were made by the Policy and Resources Committee with due regard to the report and recommendations of the Pay Review Board, chaired by Mr. Colin Powell, O.B.E., in which it had been noted that the salaries of specific legal officers were considerably lower than those of comparable positions in the private sector.
- (b) Hospital Consultants, Associate Specialists, Staff Grades and Junior Doctors remain on U.K.-linked arrangements for pay determination purposes. In 2003 they received a basic award of 3.225%, in line with the recommendations of the Doctors and Dentists Review Body in the U.K. In addition, the following awards were made to specific Doctor Grades in order to maintain parity with U.K. levels of pay –

Associate Specialists were awarded an extra maximum increment of £2,175/annum (or +3.27% of basic pay) on their salary scale, in line with the U.K. award;

Staff Grades were awarded an extra maximum increment of £2,380/annum (or +4.71% of basic pay) on their salary scale, in line with the U.K. award.