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# **STATES OF JERSEY**



## **STATES EMPLOYEES' REMUNERATION: 2008**

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**Presented to the States on 16th June 2009  
by the Chief Minister**

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**STATES GREFFE**

## REPORT

1. In accordance with normal practice, the Treasurer of the States has included Notes regarding the remuneration of States employees in the Financial Report and Accounts for 2008 (Appendix A).
2. In order to provide more information to States Members, the States Employment Board is providing details of the types and numbers of posts to be found within the remuneration bands used by the Treasurer in the Notes to the Accounts (Appendix B).
3. During 2008, 538 Public Sector Employees earned in excess of £70,000, representing 8.97% of the total Public Sector. These earnings include overtime, standby and other allowances in addition to basic salary. They also include the employer's pension contribution of 15.6% that is applied to basic salary.
4. Employees who earn in excess of £70,000 include Senior Civil Servants, Chief Officers, States/Judicial Appointments, Doctors/Consultants/Specialists, Senior Fire, Police and Prison Officers, Head-Teachers, Highlands College Management, Law Draftsmen, Legal Advisers, some Nurses and Midwives and 2 Paramedics and 3 Manual Workers earning high levels of overtime pay.
5. It should be further noted that the term 'Civil Servant' includes a number of professions, such as States Vet, Official Analyst, Senior Ambulance Officers, Air Traffic Controllers, Meteorologists, Engineers, Accountants, Customs and Immigration Officers, Modern Matrons, Physiotherapists, Pathologists, Microbiologists, Radiologists and Pharmacists.
6. From Appendix A, it can be seen that there were 81 additional employees from non-trading departments earning £70,000+ in 2008 compared with 2007.

Of these, 54 were brought into the £70,000+ pay bracket following the 2008 pay award.

The remaining 27 (made up of an increase of 33 and decrease of 6) can be explained as follows –

- 10 Police and one Civil Servant as a result of overtime incurred during the Historic Abuse Enquiry;
- 17 staff on account of receiving standby and overtime payments, (often relating to being on call):
  - 5 Civil Servants – Customs and Immigration
  - 2 Civil Servants – Pathology Laboratory
  - 1 Nurse
  - 1 Paramedic
  - 6 Police Constables
  - 2 Prison Officers;

- 1 Civil Servant post was transferred from the Harbours to Transport and Technical Services, increasing the number of non-traders;
- 5 new Consultants in Paediatrics and Accident and Emergency.

**Notes:**

1. There were in fact an additional 87 employees earning £70,000+ in 2008 compared to 2007, but because 6 fell out of this bracket, the net increase is 81.
2. One Chief Officer resigned during 2008 and although his successor was appointed in that year, neither earned as much as £70,000. Therefore one Chief Officer post fell out of the calculations for 2008.

## APPENDIX A

Remuneration	2008		2007	
	Non - Traders	Traders	Non - Traders	Traders
£70,000 - £89,000	317	23	270	38
£90,000 - £109,000	81	13	62	6
£110,000 - £129,000	44	2	36	2
£130,000 - £149,000	24	1	19	-
£150,000 - £169,000	20	-	22	-
£170,000 - £189,000	6	-	2	-
£190,000 - £209,000	1	-	1	-
£210,000 - £229,000	1	-	1	-
£230,000 - £249,000	5	-	5	-
	499	39	418	46

## AVERAGE EARNINGS EFFECT ON BANDS

Average earnings figure from 2000 to 2005 was 28.1%

Average earnings figure from 2000 to 2006 was 32.4%

Average earnings figure from 2005 to 2006 was 3.3%

If we apply the Average Earnings figure to the original bands applied in 2000 the figures will be:

2005 levels	2005 - increase of 5.3%		Revised figures of employees for 2006.			
	£73,710 - 89,999		2005		2006	
Remuneration	Traders	Non - Traders	Traders	Traders	Traders	Traders
£70,000 - £89,999	153	29	124	26	152	26
£90,000 - £109,999	42	5	42	5	42	6
£110,000 - £129,999	26	5	26	5	30	-
£130,000 - £149,999	25	-	25	-	29	-
£150,000 - £169,999	11	-	11	-	9	-
£170,000 - £189,999	5	1	5	1	1	-
£190,000 - £209,999	2	-	2	-	3	-
£210,000 - £229,000	3	-	3	-	5	-
	267	40	238	37	271	32

Original bands in 2000	2005		2006			
	Non - Traders		Traders		Non - Traders	
Remuneration	Traders	Non - Traders	Traders	Traders	Traders	Traders
£70,000 - £89,999	153	29	152	26	152	26
£90,000 - £109,999	42	5	42	6	42	6
£110,000 - £129,999	26	5	30	-	30	-
£130,000 - £149,999	25	-	29	-	29	-
£150,000 - £169,999	11	-	9	-	9	-
£170,000 - £189,999	5	1	1	-	1	-
£190,000 - £209,999	2	-	3	-	3	-
£210,000 - £229,000	3	-	5	-	5	-
	267	40	271	32	271	32

**STATES OF JERSEY 2008 REMUNERATION\*  
TRADING AND NON TRADING DEPARTMENTS**

		<b>NON TRADERS</b>					
<b>REMUNERATION</b>	<b>PAY GROUP</b>	<b>TOTAL EMPLOYEES</b>	<b>HARBOURS</b>	<b>AIRPORT</b>	<b>Total for Traders</b>	<b>Overall total</b>	
£70,000 to £89,999	Civil Servants Chief Officers Doctors ( Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers) Fire Head Teachers Highlands College Management Law Draftsmen Legal Advisers Manual Workers Nurses & Midwives Paramedic Police Prison States/Judicial Teachers	168 1 19 2 39 7 1 2 3 5 2 55 11 1 1	0	23			
<b>Total for band</b>		<b>317</b>	<b>0</b>	<b>23</b>	<b>23</b>	<b>340</b>	
£90,000 to £109,999	Civil Servants Chief Officers States/Judicial Consultant Doctors, Associate Specialists and Staff Grades Doctors Head Teachers Legal Advisers Police	43 2 4 13 6 2 11 <b>81</b>	3	10			
			<b>3</b>	<b>10</b>	<b>13</b>	<b>94</b>	

£110,000 to £129,999	Civil Servants Chief Officers Consultant Doctors, Associate Specialist and Staff Grade Doctors States/Judicial Highlands College Management Law Draftsmen Legal Advisers Police	4 4 22 3 1 4 5 1 <b>44</b>	1	1	2	46
£130,000 to £149,999	Civil Servants Chief Officers Consultant Doctors and Associate Specialist Doctors States/Judicial Legal Advisers	1 8 12 2 1 <b>24</b>	1	1	1	25
£150,000 to £169,999	Chief Officers States/Judicial Consultant Doctors	1 1 18 <b>20</b>	0	0	0	20
£170,000 to £189,999	Civil Servants Consultant Doctors	1 5 <b>6</b>	0	0	0	6
£190,000 to £209,999	Consultant Doctors	1 <b>1</b>	0	0	0	1
£210,000 to £229,999	Consultant Doctors	1 <b>1</b>	0	0	0	1
£230,000 to £249,999	Chief Executive States/Judicial Consultant Doctors	1 3 1 <b>5</b>	0	0	0	5
<b>Gross Totals</b>		<b>499</b>	<b>4</b>	<b>35</b>	<b>538</b>	

Note:-

\* Figures include Employer's pension costs.