

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY M.R. HIGGINS OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 5th MARCH 2013**

Question

Will the Chief Minister produce, on behalf of the States Employment Board, a detailed chronology of all negotiations and correspondence with the Public Sector unions in dispute with the States of Jersey over their pay and conditions, setting out all offers, counter offers, clarifications and so on, in order that members can objectively assess the true position of the negotiations?

Answer

Given the time available to answer this question, the information in the table below focuses on the main meetings and correspondence in chronological order between the Employer and Public Sector unions/associations during the 2012/2013/2014 pay review to date.

Date	Description of Activity
13th Oct 2011	Manual Workers' claim: 1 year deal at £30 consolidated/ week/employee with effect 1st Jan 2012. Existing terms and conditions of service to continue.
21st Oct 2011	Civil Service claim: 1 year deal at 5.4% with effect 1st Jan 2012.
4th Nov 2011	Meeting with Manual Workers to clarify pay claim.
7th Nov 2011	Head Teachers' claim: 1 year deal at September RPI plus restructuring of the Leadership Spine.
5th Nov 2011	Jersey Fire and Rescue Service Association pay claim. 1 year deal at 7.5% with effect 1st Jan 2012, plus 1 day annual leave.
15th Nov 2011	States of Jersey Police Association claim: 1 year deal at 2.5% with effect 1st Jan 2012 and a reduction in working week of 30 minutes.
20th Nov 2011	Meeting with Civil Service Staff Side re: clarification of claim and discuss background to negotiations.
29th Nov 2011	Teachers pay claim: 1 year deal at 5.4% with effect 1st Jan 2012.
1st Dec 2011	Letter from Civil Service Staff Side to the Employer providing supporting information for claim.
14th Dec 2011	Employer's letter to Jersey Prison Service Association re: pay review and confirmation of Agreement with Prison Officers for 2011-2015 including new pay structure and modernisation agreement. (Confirmed by JPSA 15th Dec 2011).
10th Jan 2012	<u>SEB Meeting: To determine Public Sector Pay Negotiation Strategy.</u>
15th Jan 2012	Nurses and Midwives' pay claim: 3 year deal at Sept RPI plus 1% for each year with effect 1st Jan 2012.
18th Jan 2012	Meeting of Corporate Management Board to discuss Employer's approach to pay review.
27th Jan 2012	Jersey Fire and Rescue Service Association seeking a meeting with the Employer.
27th Jan 2012	Employer's letter to States of Jersey Police Association re: specified allowances.

30th Jan 2012	Meeting with Civil Service Staff Side re: pay review.
2nd Feb 2012	Meeting with Manual Workers re: pay review.
7th Feb 2012	SEB Meeting: Public Sector pay review update.
8th Feb 2012	Employer's letter to Manual Workers re: pay review.
8th Feb 2012	Employer's letter to Civil Service Staff Side re: pay review.
9th Feb 2012	Meeting with Jersey Fire and Rescue Service Association to discuss their pay claim.
9th Feb 2012	Jersey Prison Service Association claim for Senior Prison Officers/Unit Managers: 1 year deal at 5.4% with effect 1st Jan 2012 plus Hay evaluation of jobs.
16th Feb 2012	Meeting with Civil Service Staff Side re: pay review.
20th Feb 2012	Meeting with Head Teachers re: pay review.
21st Feb 2012	Meeting with Manual Workers re: pay review and set out the Employer's position.
23rd Feb 2012	Meeting with Teachers re: pay review.
27th Feb 2012	Employer's offer to Manual Workers (2012 – 0% unless savings/increases in efficiency can be realised; 2013 – 0% unless savings/increases in efficiency can be realised; 2014 – 2.5% with effect 1st Jan 2014 subject to development of a modernisation agreement).
27th Feb 2012	Employer's offer to Civil Service Staff Side (2012 – 0% unless savings/increases in efficiency can be realised; 2013 – 0% unless savings/increases in efficiency can be realised; 2014 – 2.5% with effect 1st Jan 2014 subject to development of a modernisation agreement).
1st Mar 2012	Letter from Civil Service Staff Side re: Employer's offer dated 8th Feb 2012. Meeting with Civil Service Staff Side re: pay review.
2nd Mar 2012	Employer's offer letter to all pay groups (2012 – 0% unless savings/increases in efficiency can be realised; 2013 – 0% unless savings/increases in efficiency can be realised; 2014 – 2.5% with effect 1st Jan 2014 subject to development of a modernisation agreement).
5th Mar 2012	SEB Meeting: Public Sector pay review update. Maintain Employer's offer. Agree Terms of Reference for Nurses and Midwives' equal pay review project.
6th Mar 2012	Meeting with States of Jersey Police Association re: pay review.
7th Mar 2012	Employer's letter to Jersey Fire and Rescue Service Association re: pay claim and general approach of the Employer.
8th Mar 2012	Employer's letter to Jersey Fire and Rescue Service Association re: RPI figures.
8th Mar 2012	Meeting with Manual Workers re: pay review.
9th Mar 2012	Employer's letter to Teachers re: pay review.
14th Mar 2012	Employer's letter to Head Teachers re: pay review.
19th Mar 2012	Letter from Teachers re: pay review.
19th Mar 2012	SEB Meeting: Public Sector pay review update
20th Mar 2012	Meeting with Jersey Prison Service Association re: Senior Prison Officers/Unit Managers pay review and specified allowances.
22nd Mar 2012	Letter from Nurses and Midwives re: pay review
23rd Mar 2012	Employer letter to States of Jersey Police Association re: pay review, specified allowances and workforce modernisation.
23rd Mar 2012	Employer's letter to Civil Service Staff Side re: funding of award in 2012/2013.
23rd Mar 2012	Meeting with Teachers re: pay review.
26th Mar 2012	Letter from Head Teachers re: pay review.
27th Mar 2012	Employer's letter to Jersey Prison Service Association re: RPI figures. Employer's letter to Jersey Prison Service Association re: Senior Prison Officers/Unit Managers pay review setting out the Employer's approach.
28th Mar 2012	Meeting with Head Teachers re: pay review.

	Letter from Head Teachers re: responses from members concerning lunchtime supervision.
29th Mar 2012	Jersey Fire and Rescue Service Association response to Employer's letter dated 7th Mar 2012. Amended claim – 1 year period of 4% with effect 1st Jan 2012.
30th Mar 2012	Letter from States of Jersey Police Association re: pay review.
3rd Apr 2012	Meeting with Manual Worker's re: pay review.
3rd Apr 2012	Letter from Teachers re: financial queries in relation to Public Sector pay review.
5th Apr 2012	Meeting with Nurses and Midwives re: pay review.
11th Apr 2012	SEB Meeting: Public Sector pay review update plus agreement to increase the Employer's offer (2012 – 0% plus guarantee of no compulsory redundancies plus no changes to major terms and conditions of services; 2013 – 1% non-consolidated; 2014 – 3% consolidated pay award in return for a modernisation agreement).
12th Apr 2012	Employer's letter to Teachers confirming the forwarding of their letter dated 3rd Apr 2012 to the Treasury Dept.
23rd Apr 2012	Treasurer's briefing to all Public Sector pay groups.
30th Apr 2012	Meeting with all Public Sector pay groups re: the Treasurer's briefing and way forward for negotiations.
2nd May 2012	Employer's offer letter to all pay groups (2012 – 0% plus a guarantee of no compulsory redundancies for 2012 plus a guarantee of no reductions in main terms and conditions of services; 2013 – 1% non-consolidated; 2014 – 3% in return for modernisation agreement).
11th May 2012	Meeting with Nurses and Midwives re: pay review
14th May 2012	Letter from pay groups to Employer (excluding Police) stating they could not recommend acceptance of offer (2nd May 2012) to membership but wish to pursue further talks.
14th May 2012	SEB Meeting: Public Sector pay review update and way forward
20th May 2012	Letter from States of Jersey Police Association with revised claim.
21st May 2012	Employer's letter to all pay groups letter dated 14th May 2012 outlining main issues of concern to the Employer.
22nd May 2012	Meeting with Teachers re: pay review.
24th May 2012	Meeting with Head Teachers re: pay review.
28th May 2012	SEB Meeting: Public Sector pay review update
1st Jun 2012	Employer's letter to Jersey Fire and Rescue Service Association re: specified allowances.
1st Jun 2012	Employer's letter to States of Jersey Police Association re: specified allowances.
7th Jun 2012	Meeting with States of Jersey Police Association re: Public Sector pay review.
12th Jun 2012	Employer's letter to Teachers re: pay review and media statement.
13th Jun 2012	Letter from Teachers re: pay review and media statement.
19th Jun 2012	SEB Meeting: Public Sector pay review update
27th Jun 2012	Employer's letter to States of Jersey Police Association re: understanding of final offer.
28th Jun 2012	Meeting with Jersey Fire and Rescue Service Association re: pay review and specified allowances.
28th Jun 2012	SEB Meeting: Public Sector pay review update
2nd Jul 2012	Meeting with Civil Service Staff Side re: pay review.
3rd Jul 2012	SEB Meeting: Public Sector pay review update
9th Jul 2012	Meeting with States of Jersey Police Association re: Employer's final offer.
10th Jul 2012	Meeting of all Public Sector pay groups and Chief Executive Officer to discuss

	Public Sector pay review.
11th Jul 2012	Paper to SEB: Public Sector pay review update and confirmation of Employer's final offer (2012 – 1% non-consolidated; 2013 – 1% consolidated pay award and 1% non-consolidated pay award; 2014 – 4% consolidated in return for modernisation agreement).
11th Jul 2012	Employer's letter to States of Jersey Police Association re: final offer.
12th Jul 2012	Employer's final offer to all Public Sector pay groups (2012 – 1% non-consolidated; 2013 – 1% consolidated and 1% non-consolidated; 2014 – 4% in return for modernisation agreement). The Employer reaffirmed its intent to remove telephone rental allowance and reduce mileage allowance and clarify its application.
13th Jul 2012	Statement from Chief Ministers' Department given to all Public Sector pay groups re: the Employer's final offer. Letter to all staff from the Chief Executive outlining rationale for the Employer's final offer with questions and answers.
13th Jul 2012	Formal signing of States of Jersey Police Association Agreement for 2012/2013/2014 in line with Employer's generic final offer.
20th Jul 2012	Meeting with Jersey Fire and Rescue Service Association re: pay review and specified allowances.
23rd Jul 2012	Letter from Jersey Fire and Rescue Service Association rejecting the Employer's offer.
23rd Jul 2012	SEB Meeting: Public Sector pay review update
24th Jul 2012	Letter from Nurses and Midwives re: pay review.
8th Aug 2012	Meeting with Nurses and Midwives re: equal pay project.
9th Aug 2012	Meeting with Jersey Fire and Rescue Service Association re: pay review, specified allowances and proposed new pay structure.
9th Aug 2012	Meeting with Civil Service Staff Side re: the Employer's final offer.
13th Aug 2012	Letter to Civil Service Staff Side re: pay review and modernisation.
14th Aug 2012	Meeting to Civil Service Staff Side re: pay review and specified allowances.
17th Aug 2012	Meeting with Manual Workers re: Manual Workers response to final offer.
28th Aug 2012	Employer's letter to all pay groups re: pay review.
28th Aug 2012	Employer's letter to Civil Service Staff Side re: Employer's final offer.
29th Aug 2012	Employer's letter to Nurses and Midwives re: proposed way forward for equal pay project.
3rd Sept 2012	Meeting with Manual Workers re: closure of pay review.
3rd Sept 2012	Letter from Head Teachers re: pay review.
4th Sept 2012	SEB Meeting: Public Sector pay review update
5th Sept 2012	Employer's letter to Manual Workers re: workforce modernisation. Employer's letter to Manual Worker's re: specified allowances and a guarantee of no compulsory redundancies for the duration of the agreement. Also included an alternative award for 2012 of £400 lump sum to all employees (instead of 1%).
10th Sept 2012	Meeting with Civil Service Staff Side re: Employer's final offer, specified allowances, workforce modernisation and a guarantee of no compulsory redundancies for the duration of the agreement.
12th Sept 2012	Meeting with Jersey Fire and Rescue Service Association re: pay review, specified allowances and proposed new pay structure.
12th Sept 2012	Letter from Teachers to Chief Executive re: revision of pay claim.
12th Sept 2012	Meeting with Nurses and Midwives re: pay review.
13th Sept 2012	Employer's letter to Jersey Fire and Rescue Service Association re: proposed firefighter career progression framework.
13th Sept 2012	Employer's letter to Civil Service Staff Side re: confirmation of the Employer's

	final offer.
13th Sept 2012	Meeting with Teachers re: Employer's final offer.
18th Sept 2012	SEB Meeting: Public Sector pay review update and way forward.
21st Sept 2012	Letter from Nurses and Midwives re: pay review and rejection of the Employer's final offer.
26th Sept 2012	Meeting with Teachers re: scope for modernisation.
27th Sept 2012	Letter from Civil Service Staff Side re: pay review and allowances.
27th Sept 2012	Meeting with Jersey Prison Service Association re: senior Prison Officers/Unit Managers pay review. Letter from Jersey Prison Service Association re: potential new pay structure for Senior Prison Officers/Unit Managers.
3rd Oct 2012	Meeting with Nurses and Midwives re: pay review.
5th Oct 2012	Meeting with Head Teachers re: pay review.
11th Oct 2012	Employer's letter to Civil Service Staff Side re: pay review including mileage and application of award.
12th Oct 2012	Letter from Jersey Nursing Association to Chief Minister re: concerns over Nursing pay.
15th Oct 2012	Letter from Jersey Fire and Rescue Service Association re: proposed new pay structure.
16th Oct 2012	Meeting with Teachers re: Public Sector pay review.
18th Oct 2012	SEB Meeting: Nurses and Midwives' pay review update
19th Oct 2012	Chief Minister's letter to Jersey Nursing Association re: Jersey Nursing Association's concerns. Letter from Nurses and Midwives to Chief Minister re: pay review.
25th Oct 2012	Meeting with Jersey Fire and Rescue Service Association re: proposed new pay structure and specified allowances.
19th Oct 2012	Letter from Manual Worker's to Employer rejecting the Employer's offer dated 5th Sept 2012.
29th Oct 2012	Chief Minister's letter to Nurses and Midwives re: pay review.
8th Nov 2012	Chief Executive Officer's letter to all Public Sector staff and all Public Sector pay groups setting out rationale for the final offer.
8th Nov 2012	Employer's offer to Manual Workers re: pay review and workforce modernisation.
12th Nov 2012	Letter from Head Teachers revising their pay claim.
14th Nov 2012	Employer's letter to Head Teachers re: pay review.
19th Nov 2012	Letter from Head Teachers confirming their intention to put the Employer's final offer to members with a recommendation for rejection.
19th Nov 2012	Employer's letter to Teachers re: pay review.
21st Nov 2012	Civil Service ballot result rejecting the Employer's final offer (322 against and 315 for the Employer's final offer).
26th Nov 2012	Meeting with Civil Service Staff Side re: pay review.
27th Nov 2012	SEB Meeting: Public Sector pay review update and way forward and Nurses and Midwives' pay review.
27th Nov 2012	Letter from Civil Service Staff Side confirming ballot result and rejection of the Employer's final offer.
30th Nov 2012	Letter from Civil Service Staff Side to Chief Minister re: ballot result and seeking meeting.
30th Nov 2012	Letter from Teachers expressing concern over mileage allowance.
4th Dec 2012	Meeting of all Public Sector pay groups re: Employer's position with regards to the Public Sector pay review and proposed implementation of Employer's final offer.

4th Dec 2012	Communication from the Chief Executive Officer to all staff and all Public Sector pay groups concerning the rationale behind the implementation of the Employer's final offer.
4th Dec 2012	Following the support of the Council of Minister's, the Chief Minister gave statement to the States Assembly concerning the implementation of the Employer's final offer.
4th Dec 2012	Letter from NASUWT (one of three Teacher Unions) to the Chief Minister notifying him of the intention to seek the assistance of JACs.
4th Dec 2012	Meeting with Nurses and Midwives re: pay review.
7th Dec 2012	Meeting with Jersey Fire and Rescue Service Association re: proposed new pay structure.
10th Dec 2012	Letter from Civil Service Staff Side to Chief Minister seeking independent and binding arbitration. Letter from Civil Service Staff Side to Chief Executive re: pay review and seeking meeting with Chief Executive.
10th Dec 2012	Meeting with Jersey Prison Service Association re: proposed package agreement.
10th Dec 2012	Letter from NUT (one of three Teacher Unions) notifying of the intention to declare a dispute.
10th Dec 2012	Employer's letter to Nurses and Midwives re: revised pay offer (2012 – 1% non-consolidated; 2013 – 3% consolidated; 2014 – 4% consolidated plus guarantee of no compulsory redundancies for the duration of the agreement and removal/alteration of specified allowances).
11th Dec 2012	Letter from Head Teachers re: concern at implementation of Employer's final offer.
12th Dec 2012	Manual Workers' letter to the Employer re: implementation of the Employer's final offer and declaration of a dispute.
12th Dec 2012	Letter from NUT (one of three Teacher Unions) to Chief Minister declaring dispute with Employer and the intention to seek assistance via JACs.
13th Dec 2012	Meeting with Nurses and Midwives re: pay review.
14th Dec 2012	Paper to SEB: Jersey Fire and Rescue Service Association 2012 pay review and proposed new pay structure.
14th Dec 2012	Letter from Chief Executive to Civil Service Staff Side re: pay review.
17th Dec 2012	Letter from Chief Executive to Manual Workers re: pay review.
18th Dec 2012	SEB Meeting: Public Sector pay review update and Jersey Fire and Rescue Service Association proposed pay structure.
19th Dec 2012	Letter from Jersey Nursing Association re: implementation of the Employer's offer and notice of a collective dispute with SEB.
20th Dec 2012	Letter from Manual Workers via Viberts Jersey Lawyers to Chief Executive re: implementation of Employer's final offer.
20th Dec 2012	Letter from Royal College of Nursing re: implementation of the Employer's final offer.
21st Dec 2012	Letter from Royal College of Nursing to Chief Minister with invite to meeting of the membership on 24th Jan 2013.
24th Dec 2012	Letter from Manual Workers via Viberts Jersey Lawyers to Chief Executive re: pay review.
2nd Jan 2013	Letter from Manual Workers via Viberts Jersey Lawyers to Chief Executive re: Employer's final offer.
8th Jan 2013	Employer's letter to Jersey Fire and Rescue Service Association re: final offer.
9th Jan 2013	Meeting with Jersey Fire and Rescue Service Association re: new pay structure, specified allowances and pay review.
11th Jan 2013	Chief Executive's response to Manual Workers via Viberts Jersey Lawyers re: letter

	dated 20th Dec 2012. Chief Executive's response to Manual Workers via Viberts Jersey Lawyers re: letter dated 24th Dec 2012.
21st Jan 2013	Revised final offer to Jersey Fire and Rescue Service Association re: the proposed new pay structure.
21st Jan 2013	Letter from Manual Workers via Viberts Jersey Lawyers to Chief Executive re: final pay offer.
21st Jan 2013	Meeting with Nurses and Midwives re: pay review.
21st Jan 2013	Employer's final offer to Jersey Fire and Rescue Service Association re: proposed new pay structure and removal of specified allowances.
22nd Jan 2013	Meeting with Jersey Fire and Rescue Service Association re: proposed new pay structure.
24th Jan 2013	Letter from Chief Executive to Manual Workers via Viberts Jersey Lawyers in response to letter dated 2nd Jan 2013.
30th Jan 2013	Meeting with Civil Service Staff Side re: pay review and allowances.
31st Jan 2013	SEB Meeting: Public Sector pay review update and proposed final offer for new pay structure for Senior Prison Officers/Unit Managers
31st Jan 2013	Letter from Chief Executive to Manual Workers via Viberts Jersey Lawyers re: letters dated 2nd Jan 2013 and 21st Jan 2013.
1st Feb 2013	Employer's final offer to Jersey Prison Service Association re: proposed new pay structure/modernisation agreement for Senior Prison Officers/Unit Managers.
4th Feb 2013	Meeting with Jersey Prison Service Association re: Senior Prison Officers/Unit Managers proposed 'package' agreement. JPSA will recommend acceptance of Employer's final offer.
21st Feb 2013	SEB Meeting: Nurses and Midwives' pay update
21st Feb 2013	Employer's letter to Civil Service Staff Side re: pay review including allowances.
26th Feb 2013	Letter from Civil Service Staff Side seeking clarification on criteria for application of 4% pay increase in with effect 1st Jan 2014.