

2019.06.04

16 Deputy M.R. Le Hegarat of the Chairman of the States Employment Board regarding applications in the public sector for posts with salaries of more than £100,000 per annum: (OQ.136/2019)

Will the Chairman advise how many applications under the terms of 'Salaries over £100,000: process for review and scrutiny', P.59/2011, there have been since October 2017 and indicate whether any such applications were approved, rejected or extended; and will he indicate to which departments the applications related?

Senator J.A.N. Le Fondré (Chairman, States Employment Board):

It is quite a tricky one to answer orally, but the Deputy will recall that the P.59 process was established by the Assembly in 2011. Its purpose was to provide a mechanism to both highlight and manage employment roles, which are either in receipt of a salary over £100,000 a year, or had a run rate equivalent to that salary. It is important to emphasise that applies to all positions, whether temporary, or permanent. So, the S.E.B. review applications with a business rationale and approve as necessary, but in practice only those applications which are absolutely necessary are presented to the Board. If you look at the members of the Board, I am sure you will be assured that they do challenge fairly robustly at times. But, as a guide, around 10 per cent of applications never make it to the Board. Now, in terms of numbers, they are proportionate in an organisation of over 7,000 people and we have to emphasise that the number of posts, for example, have in certain points being reducing. So tier 1 and tier 2 posts have been reduced from 66 to 42 and those will all be posts that are above £100,000. That will lead, ultimately, to some savings. But numbers: after October 2017, 7, so that is to the end of the year; for 2018, 29; and for 2019 to date, 23. In the context, for example, all of 2017 was 37, all of 2012 was 26. It is also important to emphasise that those are additions; they do not take account of people who have left that post. In other words, it does not identify whether it is a replacement, or a new. It is slightly difficult, I can give the numbers by department, or would the Deputy prefer that in writing?

The Deputy Bailiff:

I think, Chairman, we have reached the reasonable time for answering a question, so we may have to leave that to a supplementary. Do you have a supplementary, Deputy Le Hegarat?

4.16.1 Deputy M.R. Le Hegarat:

How many of these positions have been recruited overseas?

Senator J.A.N. Le Fondré:

I do not have that information to hand and I would say that, obviously, it will depend, because a number of these will come from across the organisation. So, for example, there are, I think, 2 members in the Judicial Greffe and 2 members in the Law Officers' Department; if one of them is who I think it is they will definitely be local. So, I would need to go away and get that information, which will take some time.

4.16.2 Deputy M.R. Le Hegarat:

In the process, are all of these positions authorised by the Treasurer of the States?

Senator J.A.N. Le Fondré:

I would have to go back and check the exact sign-off process. It will be signed off by the relevant heads of the departments, certainly in my experience. If it is part of the Chief Minister's Department, it comes to me for signature, as well and then it goes for approval at the S.E.B. I cannot recall if the Treasurer is one of the signatories directly for all, or just for Treasury and the Exchequer. Obviously, the Minister for Treasury and Resources is a member of the S.E.B.