

**WRITTEN QUESTION TO THE CHIEF MINISTER****BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 11th MAY 2010****Question**

“Will the Chief Minister inform members of the terms of the new Voluntary Redundancy (VR) package to be applied to public sector workers and state how it differs from the previous scheme and how it compares with the new statutory redundancy terms soon to come into force in the Island?”

Will the Chief Minister state why public sector union representatives have not been consulted over the drafting of the revised VR terms and at what stage is it intended to consult them?

When public sector terms and conditions are investigated as part of the Comprehensive Spending Review at what stage does the Minister intend to consult with union representatives?

Will the Chief Minister assure members that he will properly seek agreement with employee representatives before bringing any proposals to the States for ratification?”

**Answer**

- A. There is no new Voluntary Redundancy package being applied to public sector workers. The States Employment Board (SEB) recently reviewed the current terms (introduced in 1995), and agreed to keep them until the end of 2010.
- B. Senior union representatives were advised in writing on 30th March 2010 telling them that the existing VR terms will be reviewed at the end of the year but will apply as currently stated until then. The unions will be consulted on any proposed changes once the SEB has considered this further later in the year.
- C. A high level draft of the Terms of Reference has been shared with the unions and the ToR are now being worked up in more detail. It is expected that the person appointed to conduct the review of public sector terms and conditions of service will consult with employee representatives, as one of the stakeholder groups, in order to elicit their views of their members’ terms and conditions of service. I think it is also important to point out that an integral part of all the 2 year pay agreements that pay groups have signed up to is that they have agreed to cooperate with the comprehensive review of pay and conditions of service in the public service.
- D. I can assure Members that the States Employment Board will do all it can to seek agreement with employee representatives concerning any proposed revisions to public sector terms and conditions of service that emanate from the review of public sector terms and conditions of service. However I would advise the Deputy that provided any changes are within the resources approved by the States and do not conflict with any other States policies it would be not be appropriate for the States to be asked to ratify any changes.