

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY A.E. JEUNE OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 3rd MAY 2011**

Question

Would the Chief Minister, as Chairman of the States Employment Board, advise members what investigations, if any, the Board has undertaken, or what advice it has received, during the last 12 months to identify pay differentials for nursing staff between Jersey and the United Kingdom and would he provide any evidence of differential by nursing grade?

Answer

The Health and Social Services Department and the States Human Resources Department jointly commissioned an investigation by Incomes Data Services (IDS) in 2010 into recruitment and retention difficulties for nurses and midwives and the implications these had for the way in which we pay nurses and midwives. IDS reported in January, 2011.

The IDS report showed that, whilst Jersey pays higher basic rates of pay than the UK for nurses and midwives, once the high cost of living and rental accommodation in Jersey is taken into account, differentials become very narrow and in some cases negative. This was also confirmed in a report produced by the Consultants, Tribal, in 2010, which benchmarked general States of Jersey pay rates against those in the UK.

IDS recommended that basic pay for registered nurses and midwives in grades 5, 6, 7 and 8 should be reviewed, and also a housing rent subsidy scheme should be considered for all registered nurses and midwives whose housing rental costs exceed 25% of gross household income. This report is currently being considered by the States Employment Board and appropriate consultations are being held with staff representatives.

The Jersey and UK (Agenda for Change) basic rates of pay for nurses and midwives are shown below. High cost area allowances, paid in Inner London, are also shown.

UK Agenda for Change / Jersey Nurses & Midwives Pay Comparisons

April 2011

Job Title	AfC band	AfC Apr 2010 / Apr 2011	AfC + high cost area allowance (inner London)	Jersey Grades	Jersey 2011	Pay differentials AFC / Jsy 2011	Pay differentials AFC / Jsy 2011 inc high cost area allowance
Health Care Assistant	Band 2	14,779	18,815	NM01 00	21,673	6,894	2,858
		15,194	19,230	NM01 01	22,216	7,022	2,986
		15,610	19,646	NM01 02	22,659	7,049	3,013
		16,145	20,181	NM01 03	23,104	6,959	2,923
		16,753	20,789	NM01 04	23,547	6,794	2,758
Senior Health Care Assistant	Band 3	17,118	21,154	NM02 01	25,331	8,213	4,177
		17,604	21,640	NM02 02	25,776	8,172	4,136
		18,152	22,188	NM02 03	26,223	8,071	4,035
		18,577	22,613	NM02 04	26,670	8,093	4,057
Staff Nurse ODP 2 nd level RN	Band 4	19,333	23,369	NM03 01	29,242	9,909	5,873
		20,554	24,664	NM03 02	29,782	9,228	5,118
		21,176	25,411	NM03 03	30,322	9,146	4,911
		21,798	26,157	NM03 04	30,861	9,063	4,704
Senior Staff Nurse Senior OPD Midwife	Band 5	24,554	29,464	NM04 01	34,870	10,316	5,406
		25,472	30,566	NM04 02	35,573	10,101	5,007
		26,483	31,779	NM04 03	36,276	9,793	4,497
		27,534	33,040	NM04 04	36,982	9,448	3,942

Sister/Ch Nurse	Band 6	30,460	36,552	NM05 01	40,555	10,095	4,003
Deputy Clinical Mgr		31,454	37,671	NM05 02	41,431	9,977	3,760
Specialist Nurse Senior Midwife		32,573	38,790	NM05 03	42,311	9,738	3,521
		34,189	40,406	NM05 04	43,193	9,004	2,787
Senior Sister Clinical Manager	Band 7	36,303	42,520	NM06 01	46,351	10,048	3,831
Tm Leader Midwife		37,545	43,762	NM06 02	47,322	9,777	3,560
Specialist Nurse		38,851	45,068	NM06 03	48,292	9,441	3,224
		40,157	46,373	NM06 04	49,262	9,105	2,889
Charge Nurse/Sister	Band 8A	41,772	47,989	NM07 01	50,812	9,040	2,823
Ward Manager		43,388	49,605	NM07 02	51,780	8,392	2,175
Dept Manager		45,254	51,471	NM07 03	52,752	7,498	1,281
Lead Nurse		46,621	52,838	NM07 04	53,722	7,101	0,884
Senior Nurse Mgr Op	Band 8B	48,983	55,200	NM08 01	54,015	5,032	(1,185)
Services Mgr		51,718	57,935	NM08 02	55,172	3,454	(2,763)
Consultant Nurse		54,454	60,671	NM08 03	56,327	1,873	(4,344)
		55,945	62,162	NM08 04	57,482	1,537	(4,680)