

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY SENATOR J.L. PERCHARD**

**ANSWER TO BE TABLED ON TUESDAY 6th JUNE 2006**

**Question**

Would the Chief Minister inform members of the arrangements that are in place for the fixing of salaries for public employees earning over £100,000 per annum and, in particular, would he state -

- (a) whether any public employees are involved directly or indirectly with the fixing of their own pay?
- (b) whether individual performance is taken into account when fixing pay?
- (c) whether, and, if so, to what extent, pay is automatically increased on the basis of inflation?
- (d) whether any employee's pay has been reduced following a benchmarking process by a remuneration consultant in the last three years and, if so, on how many occasions has this occurred?

**Answer**

Most officers earning over £100,000 per annum have their salaries negotiated on a personal basis with the States Employment Board. The exception is Hospital Consultants whose pay is directly linked to the salaries fixed for comparable staff in the U.K. by the Doctors and Dentists Review Board.

- (a) although the States Employment Board is advised in this respect by senior officers in the Chief Minister's Department, and senior employees are entitled to negotiate individually with the Board, it is the Board itself which has final responsibility for fixing pay;
- (b) in the main, individual performance is not taken into account, although the Board does have the ability to vary a pay award to reflect the performance of an individual officer. Hospital Consultants have increments which are awarded solely on the basis of merit, linked to specified performance criteria;
- (c) although the prevailing Retail Price Index is a factor which the Board takes into account, awards are not automatically increased on the basis of inflation. For instance, in 2004 and 2005, all awards were fixed at below the prevailing Retail Price Index.;
- (d) the circumstances suggested in the question have not arisen in the last three years.