

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY S.Y. MÉZEC OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 23rd JUNE 2015**

Question

Further to the comments of the Minister for Economic Development in support of performance related pay during his address to the Chamber of Commerce on 11th June 2015, could the Chief Minister outline how he would see the principle of ‘performance related pay’ applying to public sector workers such as fire fighters, nurses and teachers?

Answer

As made clear in his speech to the Chamber of Commerce on June 11th 2015, the comment made by the Minister for Economic Development in support of performance related pay was made in a personal capacity.

As part of the Public Sector Reform programme the Workforce Modernisation project is being developed in partnership with the Trade Unions. It is aiming to deliver a more productive and sustainable public service, with well-designed roles managed through an improved performance culture that provides organisational flexibility and supports continual service redesign.

Modern public sector organisations no longer rely on ‘time served’ as a prompt for pay progression. It is likely that pay progression within the States of Jersey will be linked to a combination of experience, knowledge or qualifications.

Similar frameworks are already in place for areas of the public sector that have been modernised. For example pay progression in the Fire Service and the Law Officers Department depends on staff meeting competencies from job descriptions, professional body requirements or National occupational standards.

Should the States Employment Board develop proposals for performance related pay, we will consult with staff and unions, as we have done throughout the workforce modernisation programme.