
STATES OF JERSEY



STATES EMPLOYEES' REMUNERATION: 2010

**Presented to the States on 7th June 2011
by the States Employment Board**

STATES GREFFE

REPORT

1. In accordance with normal practice, the States Treasurer has included Notes regarding the remuneration of States employees in the Financial Report and Accounts for 2010 (Appendix A).
2. In order to provide more information to States Members, the States Employment Board is providing details of the types and numbers of posts to be found within the remuneration bands (Appendix B).
3. During 2010, 598 Public Sector Employees earned in excess of £70,000, representing approximately 8.8% of the total Public Sector. These earnings include overtime, standby and other allowances in addition to basic salary. They also include the employer's pension contribution of 15.6% which is applied to basic salary.
4. Employees who earn in excess of £70,000 include Senior Civil Servants, Chief Officers, States/Judicial Appointments, Doctors/Consultants/Specialists, Senior Fire, Police and Prison Officers, Head- and Deputy Head-Teachers, Highlands College Management, Law Draftsmen, Legal Advisers, some Nurses, Midwives, Paramedics and one Manual Worker earning high levels of overtime pay. Additionally, 8 Energy from Waste Operations employees and 3 Fire and Rescue employees feature because of one-off 'lump sums' received in 2010 that will not be repeated, in recognition of changes to their respective pay groups' terms and conditions.
5. It should be further noted that the term 'Civil Servant' includes a number of professions such as States Vet, Official Analyst, Senior Ambulance Officers, Air Traffic Controllers, Meteorologists, Engineers, Accountants, Customs and Immigration Officers, Modern Matrons, Physiotherapists, Pathologists, Microbiologists, Radiologists and Pharmacists.
6. From Appendix A, it can be seen that there were 26 **additional** employees from non-trading departments and 16 **additional** employees from trading departments earning £70,000+ in 2010 compared with 2009. The overall increase of 42 **additional** employees is higher than the previous year and this can be attributed to such factors as –
 - the pay award of 2% in January 2010,
 - the one-off 'facilitation package' received by the Energy from Waste Operations employees in December 2010,
 - the one off 'facilitation package' received by the Fire and Rescue Service for an Essential Services Agreement in November 2010.

The increase of 26 non-traders is made up of an entry of 82 into, and an exit of 56 out of, the £70,000+ earnings. The 82 employees can be explained as follows –

6.1 31 employees on account of the 2010 pay award, a revision in salary due to promotion, a revision in contractual hours or through job re-evaluation:

- *15 Civil Servants*
- *2 Police*
- *4 Hospital Consultants*
- *10 Head-Teachers*

6.2 23 employees on account of receiving standby, overtime and supplementary payments, (often relating to being on call):

- *11 Civil Servants*
- *1 Manual Worker*
- *3 Nurses/Midwives*
- *3 Paramedics*
- *5 Police*

6.3 16 new employees to the States of Jersey:

- *10 Civil Servants*
- *1 Chief Officer*
- *5 Hospital Consultants*

(please see notes below)

6.4 2 employees on account of receiving pay in lieu of notice regarding voluntary redundancy or voluntary early retirement in order to meet CSR 2011 savings. These roles are no longer in existence:

- *2 Civil Servants*

6.5 10 employees on account of receiving a one-off ‘facilitation package’, that will not be repeated, in order to achieve an essential operational requirement/agreement:

- *3 States Fire and Rescue Service*
- *7 Energy from Waste Operations*

(please see notes below)

The increase of 16 traders is made up of an entry of 17 into, and exit of one out of, the £70,000+ pay bracket. The entry of 16 employees can be explained as follows –

6.6 15 employees on account of receiving standby and overtime payments (often relating to being on call):

- *13 Civil Servants*
- *2 Airport Rescue and Fire fighting service.*

(please see notes below)

6.7 2 new employees to the States of Jersey;

➤ 2 *Civil Servants*

(please see notes below)

7. The salaries of jobs paid over £100,000 (exclusive of pension) in 2010 are shown in Appendix C. These are given in bands of £5,000.00 in accordance with practice in the U.K. Civil Service and with legal advice in relation to the Data Protection (Jersey) Law 2005.

**States Employment Board
June 2011****NOTES:**

- 6.3 The one new Chief Officer filled a vacant Chief Officer position. Of the 10 new Civil Servants, 7 filled vacant positions, and of the 5 new Hospital Consultants, 4 filled vacant positions.
- 6.5 Only 7 of the 8 new Energy from Waste Operations employees have entered the £70,000+ in 2010 because in 2009 one of the employees received over £70,000 due to overtime worked in 2009.
- 6.6 Of the 13 Civil Servants in trading departments, 7 received a buy-out payment to remove their shift allowance and 4 received overtime payments for bank holidays and additional hours to undertake training necessary to complete the new Air Traffic Control Tower.
- 6.7 The 2 new Civil Servants in trading departments filled 2 vacant posts.

APPENDIX A

Notes regarding the Remuneration of States Employees 2010

REMUNERATION	2010		2009	
	Non-Traders	Traders	Non-Traders	Traders
£70,000 – £89,999	320	32	306	19
£90,000 – £109,999	98	22	96	17
£110,000 – £129,999	51	3	51	5
£130,000 – £149,999	30	1	23	1
£150,000 – £169,999	23		23	
£170,000 – £189,999	13		9	
£190,000 – £209,999	0		2	
£210,000 – £229,999	0		0	
£230,000 – £249,999	2		2	
£250,000 – £269,999	2		2	
£270,000 – £289,999	0		0	
£290,000 – £309,999	1		0	
TOTALS	540	58	514	42
OVERALL TOTAL	598		556	

APPENDIX B

STATES OF JERSEY 2010 REMUNERATION*

TRADING AND NON TRADING DEPARTMENTS

NON-TRADERS			TRADERS			Total
REMUNERATION	PAY GROUP	Total Non-Traders	HARBOURS	AIRPORT	Total Traders	
£70,000 to £89,999	ETSS	1				
	ARFF	0		3		
	Civil Servants	181	2	27		
	Chief Officers	1				
	Doctors (Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers)	13				
	Fire	7				
	Head-Teachers	44				
	Highlands College Management	6				
	Law Draftsmen	1				
	Legal Advisers	4				
	Manual Workers	1				
	Nurses & Midwives	8				
	Paramedic	7				
	Police	29				
	Prison	5				
	States/Judicial	1				
	Teachers	3				
	Energy from Waste	8				
Total for band		320	2	30	32	352
£90,000 to £109,999	Civil Servants	59	4	18		
	Chief Officers	2				
	States/Judicial	2				
	Hospital Consultants, Associate Specialists and Staff Grades Doctors	15				
	Highlands College Management	1				
	Head Teachers	6				
	Legal Advisers	2				
	Prison	1				
	Police	10				
	Total for band		98	4	18	22

NON-TRADERS			TRADERS			Total
REMUNERATION	PAY GROUP	Total Non-Traders	HARBOURS	AIRPORT	Total Traders	
£110,000 to £129,999	Civil Servants	5		2		
	Chief Officers	5				
	Hospital Consultants, Associate Specialists and Staff Grades Doctors	26				
	States/Judicial	6				
	Highlands College Management	1				
	Law Draftsmen	3				
	Legal Advisers	3				
	Police	1				
	Head-Teachers	1				
Total for band		51	1	2	3	54
£130,000 to £149,999	Civil Servants	1				
	Chief Officers	8		1		
	Hospital Consultants and Associate Specialist Doctors	15				
	States/Judicial	1				
	Law Draftsmen	1				
	Police	1				
	Legal Advisers	3				
	Total for band		30	0	1	1
£150,000 to £169,999	Civil Servants	2				
	Chief Officers	2				
	States/Judicial	3				
	Hospital Consultants	16				
Total for band		23	0	0	0	23
£170,000 to £189,999	Civil Servants	1				
	Hospital Consultants	12				
Total for band		13	0	0	0	13
£190,000 to £209,999	NONE					
	Total for band		0	0	0	0
£210,000 to £229,999	NONE					
	Total for band		0	0	0	0

NON-TRADERS			TRADERS			Total
REMUNERATION	PAY GROUP	Total Non-Traders	HARBOURS	AIRPORT	Total Traders	
£230,000 to £249,999	States/Judicial Chief Officers	1 1				
Total for band		2	0	0	0	2
£250,000 to £269,999	States/Judicial Chief Officers	1 1				
Total for band		2	0	0	0	2
£270,000 to £289,999	NONE					
Total for band		0	0	0	0	0
£290,000 to £310,999	States/Judicial	1				
Total for band		1	0	0	0	1
Gross Totals		540	7	51	58	598

* Figures include Employer's pension costs and the contribution of medical indemnity insurance for Hospital Consultants.

APPENDIX C

Salaries of jobs paid over £100,000 (exclusive of pension) in 2010

Job Title	Salary Per Annum
Bailiff	£205,000 – £209,999
Deputy Bailiff	£175,000 – £179,999
Attorney General	£170,000 – £174,999
Solicitor General	£150,000 – £154,999
Judicial Greffier	£135,000 – £139,999
Principal Senior Adviser	£135,000 – £139,999
Master of the Royal Court	£125,000 – £129,999
Principal Legal Adviser	£125,000 – £129,999
Law Draftsman	£115,000 – £119,999
Senior Legal Adviser (3)	£115,000 – £119,999
Assistant Magistrate (2)	£110,000 – £114,999
Greffier of the States	£110,000 – £114,999
Deputy Judicial Greffier	£105,000 – £109,999
Senior Assistant Law Draftsman	£105,000 – £109,999
Senior Legal Adviser	£105,000 – £109,999
Lieutenant Governor	£100,000 – £104,999
Assistant Law Draftsman (2)	£100,000 – £104,999
Chief Executive	£210,000 – £214,999
Chief Officer – Health and Social Services	£170,000 – £174,999
Director of Property Management	£150,000 – £154,999
Medical Officer of Health	£145,000 – £149,999
Director of International Finance	£145,000 – £149,999
Treasurer of the States	£140,000 – £144,999
Deputy Chief Executive/Chief Officer – Resources	£140,000 – £144,999
Chief Officer – Economic Development Department	£130,000 – £134,999
Director – Education, Sport and Culture	£130,000 – £134,999
Director of International Tax	£130,000 – £134,999
Chief Officer – Police	£130,000 – £134,999
Airport Director	£125,000 – £129,999
Chief Officer – Transport and Technical Services	£120,000 – £124,999
Comptroller of Income tax	£120,000 – £124,999
Head of Employment Relations	£115,000 – £119,999
Director of Human Resources	£115,000 – £119,999
Chief Officer – Planning and Environment	£115,000 – £119,999
I.T. Director	£115,000 – £119,999
Chief Officer – Social Security	£115,000 – £119,999
Chief Officer – Home Affairs	£115,000 – £119,999
Principal Highlands	£110,000 – £114,999
Director International Affairs	£105,000 – £109,999
Harbourmaster and Chief Executive	£105,000 – £109,999
Chief Executive of Customs and Immigration	£105,000 – £109,999
Prison Governor	£105,000 – £109,999
Chief Officer – Housing	£100,000 – £104,999
Head-Teacher (1)	£100,000 – £104,999

Job Title	Salary Per Annum
Hospital Consultant (1)	£170,000 – £174,999
Hospital Consultant (1)	£165,000 – £169,999
Hospital Consultant (2)	£160,000 – £164,999
Hospital Consultant (2)	£155,000 – £159,999
Hospital Consultant (4)	£150,000 – £154,999
Hospital Consultant (2)	£145,000 – £149,999
Hospital Consultant (8)	£140,000 – £144,999
Hospital Consultant (6)	£135,000 – £139,999
Hospital Consultant (4)	£130,000 – £134,999
Hospital Consultant (2)	£125,000 – £129,999
Hospital Consultant (7)	£120,000 – £124,999
Hospital Consultant (4)	£115,000 – £119,999
Hospital Consultant (9)	£110,000 – £114,999
Hospital Consultant (11)	£105,000 – £109,999
Hospital Consultant (4)	£100,000 – £104,999