

# **STATES OF JERSEY**



## **STATES EMPLOYEES' REMUNERATION: 2005**

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**Presented to the States on 18th May 2006  
by the Chief Minister**

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**STATES GREFFE**

## REPORT

1. In accordance with normal practice, the States Treasurer has included in the Financial Report and Accounts for 2005, Notes regarding the remuneration of States employees in 2005 (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 used by the Treasurer in the Notes to the Accounts (Appendix B).
3. The Report and Accounts show that the number of employees earning £70,000 and above increased from 245 to 267 between 2004 to 2005. However, if this figure is increased in line with the average earnings index (5.3%) for this period – i.e. to £73,710 – the total number of employees earning at this level or above was 238 in 2005 – a reduction of 7 employees.
4. Hospital Consultants and other doctors feature significantly amongst the higher earners for 2005. This is largely explained by a new agreement in the U.K. in 2004 which was linked to the introduction of a new contract of employment for consultants. (The pay of Jersey's Hospital Consultants is directly linked to the U.K. rates of pay.) This agreement provided for an increase of pay of up to 10% plus additional performance related salary increments.
5. The analysis shows that 267 States employees received a total remuneration of more than £70,000 in 2005. Of these 119, less than half were Civil Servants or Chief Officers. When the figures are properly adjusted for inflation they show that this number has fallen by 20 from 2005.
6. A recent salary survey of States pay rates showed that, as at 1st January 2006, States pay was on average 10% ahead of the median for the private sector on basic pay and 3% ahead on total pay. However, with regard to Senior Officers/Chief Officers' pay, the States were on average 9.1% behind the median basic pay of the private sector and 32.8% behind on total pay.
7. In comparison with the U.K. public sector, States pay was on average 40% ahead on both basic and total pay, though the figures were much lower for Senior/Chief Officers.
8. The tables attached at Appendix C show the comparison of rates of pay for States employees with the U.K. public sector and local private sector respectively.

## Notes to the Accounts

### 4 EMPLOYEES AND STATES MEMBERS

#### (a) Employees

Details of the numbers of employees for whom their total remuneration including pension benefits, buyouts and overtime payments exceeded £70,000 for the year ended 31st December 2005 are as follows –

<i>Remuneration</i>	<i>2005</i>		<i>2004</i>	
	<i>Non-Traders</i>	<i>Traders</i>	<i>Non-Traders</i>	<i>Traders</i>
£70,000 – £89,999	153	29	147	30
£90,000 – £109,999	42	5	43	5
£110,000 – £129,999	26	5	35	3
£130,000 – £149,999	25	–	13	–
£150,000 – £169,999	11	–	3	1
£170,000 – £189,999	5	1	–	–
£190,000 – £209,999	2	–	2	–
£210,000 – £229,000	3	–	2	–
	267	40	245	39

“Traders” includes employees of Jersey Harbours, Jersey Airport and Jersey Post.

The table excludes the remuneration of senior staff of the Waterfront Enterprise Board Limited, which is reported in that Company’s published Financial Statements.

#### (b) States Members

During the year remuneration totalling £2.1 million including expenses (2004:£2.0 million) was claimed by States Members.

**STATES OF JERSEY 2005 REMUNERATION\*  
TRADING AND NON-TRADING DEPARTMENTS**

NON-TRADERS			TRADERS				Overall total
RATION	PAY GROUP	TOTAL EMPLOYEES	TOTAL NUMBERS ONLY			Total for Traders	
			POSTAL	HARBOURS	AIRPORT		
o £89,999	Civil Servants	97	1	6	22		
	Chief Officers	1					
	Doctors (Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers)	16					
	Highlands College Management Head	2					
	Teachers	8					
	Professions Allied to Medicine	10					
	Police	18					
	Prison	1					
or band		<b>153</b>	<b>1</b>	<b>6</b>	<b>22</b>	<b>29</b>	<b>182</b>
£109,999	Civil Servants	5	1	1	3		
	Chief Officers	3					
	Crown Appointment Consultant	1					
	Doctors, Associate Specialists and Staff Grades	15					
	Doctors						
	Education Support Services	1					
	Highlands Management Head	1					
	Teachers	1					
	Law Draftsmen	6					
	Legal Advisers	7					
	Manual Workers**	1					

	Police	1						
		<b>42</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>		<b>47</b>
99	Civil Servants	1	4		1			
	Chief Officers	6						
	Consultant Doctors, Associate Specialist and Staff Grade							
	Doctors	11						
	Law Draftsmen	1						
	Legal Advisers	7						
		<b>26</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>5</b>		<b>31</b>
99	Chief Officers	5						
	Consultant Doctors and Associate Specialist							
	Doctors	19						
	Legal Advisers	1						
		<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>25</b>
99	Crown Officers	1						
	Consultant Doctors	10						
		<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>11</b>
99	Consultant Doctors	4	1					
	Legal Advisers	1						
		<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>		<b>6</b>
99	Chief Executive	1						
	Consultant Doctors	1						
		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>2</b>
99	Crown Officers	3						
		<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>3</b>
		<b>267</b>	<b>7</b>	<b>7</b>	<b>26</b>	<b>40</b>		<b>307</b>

Note:-

\* Figures include Employer's pension costs.

\*\* Involved compensation for withdrawal of a previous pay-related benefit.

**SALARY COMPARISONS WITH THE U.K. PUBLIC SECTOR\*\***

<i>Based on job size (except *based on job match)</i>	<i>Total Earnings above mid-point (%)</i>		
	<i>Lowest Grade</i>	<i>Highest Grade</i>	<i>Average</i>
<b>Overall</b>	<b>38.4</b>	<b>33.3</b>	<b>39.6</b>
Police*	32.9	50.2	47.5
Fire*	33.6	31	32
Prison*	48.3	56.4	53.8
Teachers*	44.8	20.6	30.9
Manual Workers	48	28.1	39.8
Civil Service	28.7	27	38.4
Nurses*	57	41.4	46.9

Note:-

**Teachers** – 5 grades were not matched as they are no longer used in the U.K.  
The figures given above are based on matched jobs only.

**SALARY COMPARISONS WITH THE JERSEY PRIVATE SECTOR**

<i>Based on job size</i>	<i>Total Earnings above mid-point (%)</i>		
	<i>Lowest Grade</i>	<i>Highest Grade</i>	<i>Average</i>
<b>Overall vs. Jersey Private Sector</b>	<b>25.61</b>	<b>(11.58)</b>	<b>3.00</b>
Police	35	(2)	22
Fire	29	19	27
Prison	n/a	n/a	37
Teachers	n/a	n/a	(6)
Manual Workers	30	(3)	12
Civil Service	20	(16)	4.67
Nurses	34	(12)	1

\*\* Comparisons as at 1st January 2006