

STATES OF JERSEY



STATES FINANCIAL REPORT AND ACCOUNTS 2006: REMUNERATION OF STATES EMPLOYEES

**Presented to the States on 29th June 2007
by the Chief Minister**

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 2006. (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. During 2006, 310 Public Sector Employees earned in excess of £70,000 representing 5.17% 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. These figures include an amount of 2.75% of salary with effect from 1 June, 2006, with regard to that years pay award. This was not the case for Prison Officers, who had an award of 2.4% from that date; Police Officers, who received 2.5% and Hospital doctors who received a maximum of 2.4% award.
5. Analysis shows that there has been a net increase in the number of employees who earned more than £70,000 of three compared to 2005. This represents an increase of 0.05% in the total number of Public Sector employees.
6. If the pay award had not been applied, the net increase would have been nil. However, this is partly explained by the Postal Department being incorporated in 2006 and therefore no longer included in the Treasury figures.
7. From Appendix A, it can be seen that there were 10 additional employees from non-trading departments earning £70,000+ in 2006 compared with 2005. These 10 are explained as follows –
 - 4 as a result of salary inflation (i.e. 2.75% award);
 - 4 because they were appointed in 2005 to senior posts in replacement of others but did not earn as much as £70,000 that year because of part year service;
 - 1 new Chief Officer appointment for Property Holdings;
 - 1 manual worker engineer whose overtime earnings in 2006 took him into the £70,000+ bracket.
8. 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 Teachers, Highlands College Management, Law Draftsmen, Legal Advisers and two Manual Workers earning high levels of overtime pay.
9. 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.

4. EMPLOYEES AND STATES MEMBERS

(a) Employees

Employee costs and the number of full time equivalent (FTE) staff at 31 December 2006 are analysed below:

Department	Salaries and Wages	Pension	Social Security	FTE
Chief Minister's Department	7,960,074	1,001,340	390,515	180.53
Economic Development	2,427,552	299,889	135,998	58.4
Education, Sport and Culture	57,290,270	5,801,886	3,197,202	1438.37
Health and Social Services	84,249,448	9,063,798	4,454,592	2141.38
Home Affairs	26,657,068	3,277,343	1,383,571	601.57
Housing	2,063,578	260,732	119,540	63.26
Planning and Environment	4,969,997	645,355	249,503	113.33
Social Security	1,640,193	210,824	93,832	114.15
Transport and Technical Services	13,391,916	1,585,361	786,296	507.82
Treasury and Resources	9,064,578	1,153,849	483,643	223.41
Non Ministerial States Funded Bodies	7,800,075	1,091,703	356,831	159.99
States Assembly	1,074,942	145,836	60,098	28.57
Jersey Fleet Management	592,887	75,541	32,719	*
Jersey Car Parking	597,404	100,119	41,514	*
Jersey Harbours	4,559,088	443,895	254,299	69.89
Jersey Airport	8,049,870	990,306	409,424	187.53
Total	232,388,943	26,147,786	12,449,577	5,888.20

* Jersey Car Parks and Jersey Fleet Management FTE figures are included in the Transport and Technical Services.

(b) Senior 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 31 December 2006 are as follows:

Remuneration	2006		2005	
	Non-Traders	Traders	Non-Traders	Traders
£70,000 - £89,999	155	28	153	29
£90,000 - £109,999	45	7	42	5
£110,000 - £129,999	29	-	26	5
£130,000 - £149,999	30	-	25	-
£150,000 - £169,999	9	-	11	-
£170,000 - £189,999	1	-	5	1
£190,000 - £209,999	3	-	2	-
£210,000 - £229,999	5	-	3	-
	277	33	267	40

"Traders" includes employees of Jersey Harbours, Jersey Airport, Jersey Car parks and Jersey Fleet Management. The table excludes the remuneration of senior staff of the Waterfront Enterprise Board Limited, which is reported in the Company's published Financial Statements.

(c) States Members

During the year remuneration totalling £2.2 million including expenses (2005: £2.1 million) was claimed by States Members

STATES OF JERSEY 2006 REMUNERATION*
TRADING AND NON TRADING DEPARTMENTS

	HARBOURS	AIRPORT	Total for Traders	Overall total
	3	23		
	3	23	26	181
	1	4		
	1	1		
	2	5	7	52

REMUNERATION	PAY GROUP	TOTAL EMPLOYEES	
£70,000 to £89,999	Civil Servants	104	
	Chief Officers	1	
	Doctors (Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers)	19	
	Fire	2	
	Head Teachers	7	
	Highlands College Management	3	
	Law Draftsmen	1	
	Manual Workers	2	
	Police	15	
	Prison	1	
		155	
	£90,000 to £109,999	Civil Servants	8
		Chief Officers	4
		States/Judicial	1
Consultant Doctors, Associate Specialists and Staff Grades Doctors		13	
Education Support Services		1	
Head Teachers		1	
Highlands College Management		1	
Law Draftsmen		5	
Legal Advisers		5	
Police		6	
		45	

£110,000 to £129,999	Chief Officers Consultant Doctors, Associate Specialist and Staff Grade Doctors States/Judicial Law Draftsman Legal Advisers	6 15 5 1 2 29					29
£130,000 to £149,999	Civil Servants Chief Officers Consultant Doctors and Associate Specialist Doctors States/Judicial Legal Advisers	1 6 21 1 1 30					30
£150,000 to £169,999	States/Judicial Consultant Doctors	1 8 9					9
£170,000 to £189,999	Consultant Doctors	1 1					1
£190,000 to £209,999	States/Judicial Consultant Doctors	1 2 3					3
£210,000 to £229,999	Chief Executive States/Judicial Consultant Doctors	1 3 1 5					5
Gross Totals			5	28	33		310

Note:-

*Figures include Employer's pension costs.