

**QUESTION TO BE ASKED OF THE PRESIDENT OF THE POLICY AND RESOURCES  
COMMITTEE ON TUESDAY, 22nd JULY 2003 BY SENATOR E.P. VIBERT**

**Question**

Would the President inform members whether the Committee is prepared to publish annually the names of all public servants, including those of the judiciary, earning more than £50,000 per year and include in that list the salary, job title and a brief job description? If the answer is in the negative, would the President explain why not?

**Answer**

My Committee is indeed prepared to give members information on the salary levels of senior public servants, including those of the judiciary, and I am making a statement to this very effect today.

However, the Committee is not prepared to disclose the personal salaries of individual officers. These are negotiated on a personal basis and it is our belief that to do as requested would be to breach the individual contracts of employment we have with those officers. Therefore, we have decided to publish salaries in groupings, starting at £75,000 per annum. This will give members a good understanding of the salary levels paid to the senior officers, without breaching individual contracts.

My statement will also refer to the range of officers whose gross employment costs exceed £50,000 per annum.

Salaries for the senior posts, excluding the judicial and legal posts, are determined by the Hay Job Evaluation system. This system evaluates and scores posts in terms of three broad criteria – knowledge, problem solving and accountability. Posts are then listed in order of points scores and salaries determined. Through this process we are able to compare posts both internally and externally, both within and outside Jersey, thereby establishing realistic internal and external salary relativities. Job descriptions exist for those posts which are subject to Hay evaluation, and the Senator is welcome to request copies of job descriptions from the States Human Resources Department.