

**WRITTEN QUESTION TO THE MINISTER FOR ECONOMIC DEVELOPMENT
BY DEPUTY R.G. LE HERISSIER OF ST. SAVIOUR**

ANSWER TO BE TABLED ON TUESDAY 4th JULY 2006

Question

Would the Minister inform members –

- (a) of the additional payments paid to senior management at Jersey Post, such as bonuses and performance payments, over each of the last 5 years?
- (b) of the percentage that these payments form of additional payments throughout Jersey Post over each of these years? and,
- (c) of the percentage that these payments form of the management salary costs over each of the last 5 years?

Answer

- (a) Total additional payments made to senior management (6 posts) at Jersey Post can be broken down as follows:

Year	Bonus as % of gross salary
2001	8-10%
2002	6-8%
2003	10-22%
2004	17-26%
2005	9-18%

2004 was an exceptional year for performance against profit targets. The Directors remuneration is set by a Remuneration Committee advised by independent market specialists, in line with corporate governance best practice.

- (b) The above payments as a percentage of the total additional payments made to all employees can be represented as follows:

Year	Senior Management additional payments as a % of total
2001	*see note 1
2002	9%
2003	18%
2004	20%
2005	16%

- (c)

Year	Senior Management additional payments as a % of total management salary costs
2001	* see note 1
2002	1%

2003	3%
2004	3%
2005	2%

* note 1: Pre-2002, Jersey Post was on the States of Jersey payroll system and the detailed information required for 2001 is not readily available.