

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON MONDAY 13th JULY 2009**

Question

Will the Chief Minister advise the Assembly the name of the Company who produced the work which was included as a table within the comments on the proposition entitled 'States Employees: pay increase for 2009/2010 (P.68/2009) – amendment' and state exactly where they found police, fire and prison officers in the private sector in Jersey?

Will he further release details of the full paper, including detailed analysis of the job group comparisons, and any background papers used by this Company and, if not, why not?

Will he further state whether he has full confidence in the validity of these figures, if the current study is being conducted by the same organisation and whether he would be prepared to have the organisation and its work subjected to scrutiny by the Economic Affairs or Corporate Services scrutiny panels?

Answer

The Company which carried out the 2006 States of Jersey pay survey was the Hay Group, which is based in London.

Clearly Hay were not comparing salaries in the Island based on a "job match" basis as there are not Police, Fire and Prison services in the private sector. As the table clearly states, comparisons were based on a "job size" or job weight basis (using job evaluation).

I am happy to release to all States Members copies of the full Hay reports in 2006 and this is available from my department on request.

Hay are recognised as being very experienced in the conduct of pay surveys throughout the private and public sectors in the UK and I have no reason to question the validity of these figures. The current survey, which is restricted to local comparisons only, is being conducted by Hassell Blampied Associates. I will be pleased to give all States Members a commentary on the key findings of the report when it is received. It is for the Corporate Affairs Scrutiny Panel to decide, on receipt of that commentary, what further action it might wish to take, but Scrutiny would normally review policy in the light of evidence, rather than the evidence itself.