

### **3.19 Deputy G.P. Southern of the Chief Minister regarding consultation with States employee representatives over the proposals for the first stage of the Comprehensive Spending Review**

Last question of the day; let us hope we can get some clarity. When does the Chief Minister intend to consult with States employee representatives over the terms under which job losses announced in the proposals for the first stage of the Comprehensive Spending Review will take place?

#### **Senator T.A. Le Sueur (The Chief Minister):**

Meetings have already taken place with senior States employee representatives on the first stage of the Comprehensive Spending Review. They are fully aware that job losses will be managed in accordance with the terms of the Continuity of Employment and Redundancy Policy, which has been published on the States internet site for many years and which was itself subject to extensive consultation with employee representatives when first introduced. Those terms are essentially that job losses will be managed through natural turnover, redeployment, retraining, voluntary redundancy and voluntary early retirement. It is only as a last resort will compulsory redundancy be applied. Furthermore, an invitation has been made to the unions to join with their senior officers in human resources and the C.S.R. (Comprehensive Spending Review) team to work through the proposed job losses jointly. This offer has so far not been taken up.

#### **3.19.1 Deputy G.P. Southern:**

Is the Chief Minister aware after today's answer 16 from the Minister for Health and Social Services that she says voluntary redundancy will be considered for implementation at the beginning of 2011 and in accordance with the existing States-wide scheme at that time? Is it not the case that the terms and conditions for 2011 have not been ... that the States has not been informed of those changes and that employee representatives have not been consulted over those changes and that the terms that will be applied will be 2011 and they will be completely new and I presume a watered-down version of voluntary redundancy or a voluntary early retirement scheme?

#### **Senator T.A. Le Sueur:**

I was not aware until this morning of the reply from the Minister for Health and Social Services, but equally I would suggest the questioner looks at my reply to his own question 12 when I said that the matter would be reviewed before the end of this year and we were expecting to meet with union representatives by September. Clearly, yes, there are going to be changes. I do not know yet what they will be. They will be reached hopefully after fruitful discussion with those union representatives, if they choose to meet us.