

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 20th MARCH 2012**

**Question**

Notwithstanding the decision of the SEB only to negotiate on the basis that any pay rise for the public sector in 2012 and 2013 can only be met by cost-saving reductions in employees terms and conditions, does the Chief Minister Consider that Jersey has fallen seriously behind the UK on terms and conditions for workers?

Does the Chief Minister accept that statutory maternity pay terms in Jersey are substantially below those in the UK and does he consider that such differences are a serious impediment in recruiting professionals in such areas as nursing, teaching, medicine and social work, and, if so, what plans does he have in order to address this issue?

Further as he attempts to open genuine negotiations on terms and conditions, and in the light of any proposals on the potential for privatizing or outsourcing public services, will the Chief Minister table the introduction of Transfer of Undertakings (Protection of Employment) legislation at the next meeting with public sector representatives?

**Answer**

- 1) Terms and conditions of service for public sector workers in Jersey are broadly aligned to those of the United Kingdom (UK). In some areas they are better and in others they are behind. Taking into account recent comparability studies across a number of pay groups, and information held within the States Human Resources Department, Jersey has not fallen behind the UK on terms and conditions of service for public sector workers. All terms and conditions of service of different pay groups are currently being reviewed.
- 2) There is currently no statutory maternity pay in Jersey.

The provision for maternity pay in the public sector varies between 18 and 26 weeks for different pay groups.

States employees are recruited because of the overall employment package Jersey has to offer, including the quality of life, education, pensions, the working environment, remuneration and terms and conditions of service.

A review of the maternity leave provision in the public sector will be addressed as part of the Modernisation Project, currently in development.

- 3) The development of legislation relating to the Transfer of Undertakings (Protection of Employment) known as T.U.P.E. rests with the Social Security Minister. There are currently no plans to introduce such legislation at this time.

The Chief Minister's view has not changed in relation to T.U.P.E. from the one he has previously stated.