

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 14th JULY 2015**

Question

Will the Chief Minister update members on progress relating to the modernisation of the public sector workforce? Would he advise what negotiations/consultations, if any, are currently taking place, and with which employee representative bodies and, if none, would he outline what measures, if any, he has under consideration to ensure that consultation progresses in a timely fashion in order that members can assess realistic outcomes in the MTFP and Budget for 2016?

Answer

Significant progress has been made on the Workforce Modernisation (WFM) Programme.

This includes:

- More than 80% of job descriptions attached to the new pay structure have been matched and a programme of consistency checks is underway
- Continued progress on the new pay structure
- Completion of research and identification of the key factors attached to new terms and conditions of service. Initial data sharing with the trade unions.
- More than 70% of employment policies have been revised and implemented following 28+ consultation meetings and more than 170 drafts of the new policies.
- The agreement of all the Unions to a new Framework (Collective Bargaining) Agreement (excluding Police) and the implementation of the new Joint Council which will provide for single table negotiations on pay, terms and conditions of service, strategy and wider engagement. This helps govern employment relations within the public sector and includes meetings with the SEB three times per year. One meeting has already taken place in 2015.

Extensive consultation and engagement has taken place with all the main Unions (including Civil Servants, Manual Workers, Nurses and Midwives, Teachers/Head Teachers and the Uniformed Services) on every aspect of the Workforce Modernisation Programme from early 2013 to date. In particular that relating to job evaluation, policies/procedures and work on terms and conditions of service.

It is proposed to continue this approach throughout the rest of the WFM project through to completion.