

**WRITTEN QUESTION TO THE MINISTER FOR TREASURY AND RESOURCES  
BY DEPUTY R.J. WARD OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 9th OCTOBER 2018**

**Question**

Further to the response to Written Question 151/2018, will the Minister, as shareholder representative, advise –

- (a) what pay rises, if any, have been awarded to members of the controlling executive of States-owned bodies for which the Minister is shareholder representative (such as Ports of Jersey and the States of Jersey Development Company) during the term of the current Medium Term Financial Plan;
- (b) what pay offers for this group have been made for 2018 and 2019 by such States-owned bodies; and
- (c) what the current levels of pay of the chief executives (or equivalent) of these States-owned bodies are?

**Answer**

- (a) Remuneration packages for the Executive Directors of States-owned businesses are published in the individual Report and Accounts for each of the companies. These Report and Accounts are presented to the States each year and are available on the websites of each of the companies.

For the purpose of this question and in the context of the previous Written Question 151/2018, information provided in response to part (a) relates to the base pay element of the remuneration package:-

Company	2016 (£,000)	2017 (£,000)	%
<b><u>JT</u></b>			
• Chief Executive	224	230	2.7
• Finance Director	189	197	4.2
<b><u>Jersey Post</u></b>			
• Chief Executive	195 <sup>1</sup>	196 <sup>1</sup>	0.5
• Finance Director	58 <sup>2</sup>	135	n/a
<b><u>SoJDC</u></b>			
• Chief Executive	168	168	0.0
• Finance Director	118	135	14.4
<b><u>Andium</u></b>			
• Chief Executive	150	189	26.0
• Finance Director	120	141	17.5
<b><u>Ports of Jersey</u></b>			
• Chief Executive	181	220	21.5
• Finance Director	131 <sup>3</sup>	156 <sup>3</sup>	19.1

**Notes**

1. Includes £25,000 Accommodation allowance
2. Part year – new appointment
3. Includes £11,000 in Duty Executive Standby payments

In respect of the significant increases at Andium and Ports of Jersey, both have recently been incorporated. As they transition from the civil service into fully incorporated businesses the corporate responsibilities and accountabilities of their Executive Directors has increased. This has resulted in pay adjustments being phased in over 2016 and 2017 which reflect that responsibility and accountability.

Overall remuneration packages are based on the specific requirements of each of the businesses, resulting in individual terms and conditions, driven by performance targets for the business and the individual. This can distort any year on year comparisons.

- (b) Pay negotiations with the individual Executive Directors are undertaken by the Remuneration Committee of each Board and their recommendations approved by their Board and are ongoing for 2018. These will have regard however to the general pay policies for the business as a whole. Increases will be considered and approved by the Shareholder, in accordance with the Memorandum of Understandings in place for each of the companies.
- (c) The current levels of pay are as set out in the table in (a) above.