

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR  
ANSWER TO BE TABLED ON MONDAY 9th APRIL 2018**

**Question**

Starting with the pay band £1 to £10,000 and increasing in bands of £10,000 up to the highest pay level (e.g. £10,001 to £20,000; £20,001 to £30,000 etc.), will the Chairman indicate the number of men and women employed in the public sector who fall within each such band; and will he also provide for each such band the median and mean pay for men and for women who fall within the band?

**Answer**

Public Sector workers, as illustrated in the tables below, consists of all employees paid by the States of Jersey. These statistics include pay groups such as Civil Servants, Teachers, Hospital Consultants, Ministerial and Non Ministerial States funded employees. These figures are based on actual basic pay per employee. Where an employee has more than one part time role, a combined salary is used to calculate their pay band:

**Number of Men and Women by each Pay Band**

Pay Band	Male	Female	% Male	% Female
£1 - £10,000	20	151	11.7%	88.3%
£10,001 - £20,000	71	530	11.8%	88.2%
£20,001 - £30,000	502	1184	29.8%	70.2%
£30,001 - £40,000	502	787	38.9%	61.1%
£40,001 - £50,000	439	731	37.5%	62.5%
£50,001 - £60,000	508	625	44.8%	55.2%
£60,001 - £70,000	115	122	48.5%	51.5%
£70,001 - £80,000	152	87	63.6%	36.4%
£80,001 - £90,000	53	21	71.6%	28.4%
£90,001 - £100,000	39	15	72.2%	27.8%
£100,001 - £110,000	20	12	62.5%	37.5%
£110,001 - £120,000	21	8	72.4%	27.6%
£120,001 - £130,000	16	4	80.0%	20.0%
£130,001 - £140,000	12	3	80.0%	20.0%
£140,001 - £150,000	14	2	87.5%	12.5%
£150,001 - £160,000	3	0	100.0%	0.0%
£160,001 - £170,000	1	0	100.0%	0.0%
£170,001 - £180,000	0	0	-	-
£180,001 - £190,000	0	1	0.0%	100.0%
£190,001 - £200,000	1	0	100.0%	0.0%
£200,001 - £210,000	1	0	100.0%	0.0%
£210,001 - £220,000	2	0	100.0%	0.0%
£220,001 - £230,000	1	0	100.0%	0.0%
£230,001 - £240,000	0	0	-	-
£240,001 - £250,000	1	0	100.0%	0.0%

**Median Salary by each Pay Band**

Pay Band	Male	Female
£1 - £10,000	£5,951	£5,110
£10,001 - £20,000	£14,601	£16,541
£20,001 - £30,000	£26,610	£25,593
£30,001 - £40,000	£34,719	£34,719
£40,001 - £50,000	£45,612	£44,805
£50,001 - £60,000	£51,542	£51,017
£60,001 - £70,000	£61,536	£61,536
£70,001 - £80,000	£74,883	£73,456
£80,001 - £90,000	£88,074	£88,074
£90,001 - £100,000	£93,683	£92,825
£100,001 - £110,000	£103,669	£107,844
£110,001 - £120,000	£116,334	£115,581
£120,001 - £130,000	£124,332	< 5 Employees
£130,001 - £140,000	£130,485	< 5 Employees
£140,001 - £150,000	£142,453	< 5 Employees
£150,001 - £160,000	< 5 Employees	-
£160,001 - £170,000	< 5 Employees	-
£170,001 - £180,000	-	-
£180,001 - £190,000	-	< 5 Employees
£190,001 - £200,000	< 5 Employees	-
£200,001 - £210,000	< 5 Employees	-
£210,001 - £220,000	< 5 Employees	-
£220,001 - £230,000	< 5 Employees	-
£230,001 - £240,000	-	-
£240,001 - £250,000	< 5 Employees	-

**Mean Salary by each Pay Band**

Pay Band	Male	Female
£1 - £10,000	£6,032	£5,738
£10,001 - £20,000	£15,019	£16,023
£20,001 - £30,000	£26,322	£25,344
£30,001 - £40,000	£34,662	£34,575
£40,001 - £50,000	£44,803	£44,283
£50,001 - £60,000	£52,818	£52,635
£60,001 - £70,000	£62,939	£62,891
£70,001 - £80,000	£74,615	£74,303
£80,001 - £90,000	£86,391	£85,181
£90,001 - £100,000	£94,544	£94,412
£100,001 - £110,000	£104,819	£106,168
£110,001 - £120,000	£115,895	£115,633
£120,001 - £130,000	£124,094	< 5 Employees
£130,001 - £140,000	£131,663	< 5 Employees
£140,001 - £150,000	£142,560	< 5 Employees
£150,001 - £160,000	< 5 Employees	-
£160,001 - £170,000	< 5 Employees	-
£170,001 - £180,000	-	-
£180,001 - £190,000	-	< 5 Employees
£190,001 - £200,000	< 5 Employees	-
£200,001 - £210,000	< 5 Employees	-
£210,001 - £220,000	< 5 Employees	-
£220,001 - £230,000	< 5 Employees	-
£230,001 - £240,000	-	-
£240,001 - £250,000	< 5 Employees	-

\*Average salaries with less than 5 employees have been redacted so as to not identify individual employees.