

APPROVED

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY C.S. ALVES OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 12th MARCH 2019**

Question

Following the adoption of 'States Employment Board: Living Wage' (P.122/2017), will the Chairman advise what checks, if any, are currently in place to ensure sub-contractors, such as cleaning companies, are paying their employees the hourly rate of the living wage while they are carrying out work for the States of Jersey?

Answer

All Government tendered contracts that have been awarded to contractors since the adoption of the Living Wage contain a contractual requirement that all Relevant Staff employed or engaged by the contractor are paid the equivalent hourly wage which is equal to or exceeds the Jersey Living wage. All extensions to existing Relevant Contracts (as defined by Caritas) will also include this requirement. There are some existing contracts which are currently under review and due for re tender or extension and these will move on to new contracts, at the appropriate time, which will contain the living wage in addition to other revised Terms and conditions.

In respect of the process, checks are conducted prior to the award of contracts and form part of the commercial evaluation process. It is a requirement for departments to review contracts against key performance indicators and key terms and conditions.

Internal Audit have planned reviews of contracts on a sample basis in 2019, which will include a review of confirmation of living wage. All Internal Audit findings are reported to the independent Risk and Audit Committee.

Furthermore, any request that is made to the Housing and Work Advisory Group relating to a States contract, will not be supported where the Living Wage is not paid.