

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY K.G. PAMPLIN OF ST. SAVIOUR
ANSWER TO BE TABLED ON MONDAY 13th JULY 2020**

Question

Will the Chair state what impact there has been on staff members employed by the States of Jersey by the implementation of Target Operating Models, indicating –

- (a) the total number of staff either already affected by, or who are due to be included within, the implementation of a Target Operating Model;
- (b) the number of people whose job descriptions and titles have changed;
- (c) the number of people whose salary has been reduced (or will be reduced following pay protection); and
- (d) the number of people who have yet to be informed what impact there will be for them?

Answer

	Direct	Match	Partial Match	Non-Match	Pay Protected	No. of people in consultation
	346	104	139	39	49	628

- (a) The table reflects the number of employees included in consultation to date – 628
- (b) All of those affected by the implementation of TOM activity will have some element of change in job description and or job title
- (c) The total number of employees currently in pay protection arrangements is 49
- (d) Communication of some TOM outcomes is planned over the next few weeks following briefings of outcomes with Trade Unions. Communications include 1:1's and team briefings. Departments are at various stages of their TOM's and it is not possible to say how many people are yet to be informed. Departments yet to conclude their TOMs are:

Growth, Housing and Environment – consultation to start summer 2020 (tiers 3-6)
Children, Young People, Education and Skills (excluding schools) - consultation to start summer 2020 (tiers 4- 6)