

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. LE HEGARAT OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 20th OCTOBER 2020**

Question

With reference to the answers to Written Question 291/2020 and Written Question 329/2020, which stated that “the total monthly cost of the top level employees plus vacancies for January 2018 is £2,008,281 and for July 2020 is £2,077,652” and that “this extrapolates to an annual cost of £24.1 million for January 2018 and £24.9 million for July 2020, an increase of £832,812 (3.4%)”, will the Chair explain why the total cost for top-level Government employees (those with a total salary cost of over £100,000 per annum based on 2020 costs, excluding employees in the Health and Education Departments) has increased over the last 2 and a half years, despite the Chief Executive’s statement that there would be a significant reduction in costs in this area?

Answer

The information provided in Written Question 291/2020 and Written Question 329/2020, asked for information relating to several grades and it is not necessarily the case that salaries at these grades will be over £100,000 pa. It is also the case that because the answers provided relate to salaries for a broad group of management they do not exclusively relate to top management, which GoJ defines as Tier 1 and Tier 2 roles. Unfortunately, it is also not clear where the text included in quotes above is referenced from, as it does not appear in either of the answers to written questions 291 or 329.

The Chief Executive’s commitment was to reduce the number of Chief Officers and the aggregate costs of Chief Officer roles. Comparing the costs of the more broadly defined group of managers over the relevant period may produce an increase in costs but, as noted above, the relevant comparison is with Tier 1 / Tier 2 (previously Chief Officer) roles which are a subset of the broader group.

Over the relevant time period, for the appropriate Chief Officer / Tier 1 and Tier 2 roles, there has been a reduction from 74 FTE to 33 FTE, a reduction of 41 FTE (55%). Costs for posts at this level have reduced from £1,230,692 - £728,086, by £502,600, per month (41%).

During this period, all Tier 1 and Tier 2 roles have been included within scope of a pay freeze.

If it would be helpful, Officers would be happy to meet with the Deputy to explore the relevant comparisons further.