

**WRITTEN QUESTION TO THE MINISTER FOR CHILDREN AND EDUCATION
BY THE CONNÉTABLE OF ST. JOHN
QUESTION SUBMITTED ON MONDAY 18TH OCTOBER 2021
ANSWER TO BE TABLED ON MONDAY 25TH OCTOBER 2021**

Question

Will the Minister advise whether any jobs in his department that have been, or are being, advertised in the U.K. relate to positions currently filled by local staff on zero-hour contracts and, if so, why; and will he state whether any such jobs are being offered with a higher wage than is currently being paid and, if that is the case, will he also state the percentage difference between the respective wage rates and the reasons for any such difference?

Answer

Roles that are difficult to recruit to are advertised both on and off island, roles are not exclusively advertised off Island. Of the current roles advertised off island, none are covered by local staff on zero-hour contracts.

Supply staff employed on zero hours contracts are often engaged for a fixed term arrangement to cover teaching vacancies in schools, particularly where there is a gap between the leave date of the previous post holder and the start date of the new appointment. This may include teaching vacancies advertised off island.

Supply staff engaged on zero hours contracts are paid the salary that is commensurate with their own length of service and increment achieved on the teacher's pay scales. Therefore, it is possible that the new appointee may receive a lower or higher salary than the supply staff due to a different level of experience.

For civil service posts the advertisement will state the evaluated grade applicable to the post.

Due to the variability from role to role and supply staff pay rates it is not possible to give a percentage difference.