

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR  
QUESTION SUBMITTED ON MONDAY 14<sup>th</sup> FEBRUARY 2022  
ANSWER TO BE TABLED ON MONDAY 21<sup>st</sup> FEBRUARY 2022**

**Question**

“Will the Chair advise how hourly rates and salaries are calculated across the public sector in terms of the required skills and also Government priorities, such as ‘Putting Children First’, with particular reference (though not limited) to two currently advertised posts as an example; namely a [Sessional Youth Worker](#) at £12.73 per hour and a [Jersey Youth Service Caretaker](#) at £15.34 per hour?”

**Answer**

Rates and salaries are calculated across the public sector by job evaluation, a systematic process used to determine the value of different roles across the public sector. The overall aim of job evaluation is to assess and evaluate the nature of the work to be done in a particular role. The process used is to accurately measure the relative weighting of different jobs so that they can be accurately compared. The evaluation process clarifies structure, defining job independencies and accountabilities, identifying capability requirement needed for talent development, and setting competitive pay. Putting Children first is a key priority and forms part of the role profile when evaluating roles, ensuring a pay structure that is fair and equitable, and consistent for everyone.

The roles identified above require different skill sets, these are highlighted below:

**Sessional Youth Workers**

- Sessional Youth Workers don’t need to have any formal qualifications, but do complete the JYS Essential Programme which covers items such as Safeguarding, Health & Safety, Youth Work role etc. This training is provided by the Youth Service Training & Development Officer for them to fulfil their role in a safe and confident way

**Caretaker**

- Proven carpenter and joiner skills.
- Experience in working with security and working with different systems.
- Proven supervisory skills and the ability to work towards a first line Management Certificate.
- Excellent organisational skills and ability to prioritise.
- Understanding of the Health and Safety at Work Law and be willing to take on further training in Health and Safety.
- Competent in dealing with the general public
- A good team member and able to work on own initiative.
- Ability to maintain a good working relationship with everyone and work with youth workers, parents, young people, outside tradesmen and community users of JYS sites.
- Willingness to undertake First Aid at Work training.

The Caretaking role would require a level of qualification and experience that a Sessional Youth Worker role would not require.