

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY R.J. WARD OF ST. HELIER CENTRAL
QUESTION SUBMITTED ON MONDAY 25th SEPTEMBER 2023
ANSWER TO BE TABLED ON MONDAY 2nd OCTOBER 2023**

Question

“Will the Chair advise which, if any, of the Unions who have settled a pay claim this year have a ‘Betterment clause’ as part of their agreement, should other groups receive a higher pay settlement?”

Answer

Pay negotiations remain confidential and sensitive to the parties involved. Two pay groups remain in dispute and, as the negotiations continue, the States Employment Board cannot comment on the arrangements of pay negotiations.

What I can confirm is that the policy of the States Employment Board is to not enter into betterment clauses as this undermines the integrity of negotiations between individual pay groups.

We cannot disclose specific agreements that may prejudice on-going or future pay negotiations.

A review of the agreement with the Jersey Prison Officers Association (related to any agreements with other uniformed services for 2023) was agreed given the status of the Uniformed Services Review, although this was not a betterment clause.