

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M. TADIER OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 16th OCTOBER 2023
ANSWER TO BE TABLED ON MONDAY 23rd OCTOBER 2023**

Question

“In relation to the employment of individuals in the public sector, will the Chair advise –

- (a) the number of job descriptions or employment contracts where a second language is explicitly mentioned as being (i) desirable, or (ii) mandatory;
- (b) the number of employees with a working knowledge of French, given that French is one of the official languages of Jersey;
- (c) where multi-lingual staff are employed and use their languages as part of their job, how these additional skills are recognised, if at all, in pay scales; and
- (d) whether the States Employment Board has any plans to offer additional language tuition to all staff as part of their Continuous Professional Development or otherwise, especially in Jersey’s major languages which include, but are not limited to, English, Portuguese, Polish and Romanian?”

Answer

- a) We do not hold job descriptions in a way that we can extract this information.
- b) We do not hold this information.
- c) The grading of roles is based on a job evaluation system. Where roles require specialist skills this is reflected in the job score, that is then matched against the appropriate grade. There are no additional allowances for language and communication skills as these are already taken into account for job evaluation.
- d) Not at present, although employees can apply to take external courses where communication skills, such as languages, translations and signing will be beneficial to their work and customers / clients.