

STATES OF JERSEY



REMUNERATION OF STATES' EMPLOYEES 2007

**Presented to the States on 17th June 2008
by the Chief Minister**

STATES GREFFE

REPORT

1. In accordance with normal practice, the States Treasurer has included Notes regarding the remuneration of States employees in the Financial Report and Accounts for 2007 (Appendix A).
2. In order to provide more information to States Members, the States Employment Board is providing details of the types and numbers of posts to be found within the remuneration bands used by the Treasurer in the Notes to the Accounts (Appendix B).
3. During 2007, 464 Public Sector Employees (7.73% of the total) earned in excess of £70,000. These earnings include overtime, standby and other allowances in addition to basic salary. They also include the employer's pension contribution of 15.6% that is applied to basic salary.
4. From Appendix A it can be seen that 141 additional employees from non-trading departments were earning £70,000+ in 2007 compared with 2006.

Of these, 101 were brought into the £70,000+ pay bracket following the 2007 pay award.

The remaining 40 can be explained as follows –

- Four were appointed to a senior post partway through 2006 and therefore their earnings in that year did not take them over £70,000; however, their earnings in 2007 did lift them into this bracket;
- One Civil Servant and one Teacher were in receipt of a market or acting-up supplement;
- Five new medical posts at Health;
- 18 staff on account of receiving standby and overtime payments, (often relating to being or call):
 - 8 Civil Servants – Pathology Laboratory
 - 2 Civil Servants – Computer Services
 - 1 Manual Worker Technician
 - 1 Paramedic
 - 5 Police Constables
 - 1 Prison Officer
- 11 Nurses and Midwives following the revision of the job families agreement and the resulting back pay.

A Law Officer retired during 2007 reducing the overall numbers by one.

5. Employees who earn in excess of £70,000 include Senior Civil Servants, Chief Officers, States/Judicial Appointments, Doctors/Consultants/Specialists, Senior Fire, Police and Prison Officers, Head Teachers, Highlands College Management, Law Draftsmen, Legal Advisers, some Nurses and Midwives and one Paramedic and three Manual Workers earning high levels of overtime pay.
6. It should be further noted that the term 'Civil Servant' includes a number of professions such as States Vet, Official Analyst, Senior Ambulance Officers, Air Traffic Controllers, Meteorologists, Engineers, Accountants, Customs and Immigration Officers, Modern Matrons, Physiotherapists, Pathologists, Microbiologists, Radiologists and Pharmacists.

(a) Department Employees

Departmental employee costs and the number of full-time equivalent (FTE) staff at 31st December 2007 are analysed below –

Department	Salaries and Wages	Pension	Social Security	FTE
Chief Minister's Department	8,399,757	1,094,623	407,703	183.18
Economic Development	2,868,944	350,638	148,538	66.03
Education, Sport and Culture	60,030,447	8,040,458	3,387,625	1,485.80
Health and Social Services	88,039,235	9,946,634	4,783,888	2,289.57
Home Affairs	28,623,470	3,474,537	1,458,676	616.77
Housing	2,045,900	260,581	121,200	59.81
Planning and Environment	5,249,342	684,627	265,304	114.79
Social Security	1,869,413	242,675	99,280	123.88
Transport and Technical Services*	15,969,045	1,895,127	950,475	501.96
Treasury and Resources	9,772,765	1,245,043	509,391	239.05
Non Ministerial States Funded Bodies	8,459,260	1,145,625	380,361	170.73
States Assembly	1,208,069	162,819	67,300	29.52
Jersey Airport	8,467,955	1,039,898	422,924	198.73
Jersey Harbours	3,978,717	420,836	221,930	89.00
Other	91,572	8,710	3,935	-
Total	245,073,891	30,012,831	13,228,530	6,168.82

Figures exclude costs associated with the PECRS pre-87 liability.

* Jersey Car Parking and Jersey Fleet Management figures are included in the Transport and Technical Services Figures.

(b) Senior Employees

Details of the number of employees for whom their total remuneration including pension benefits, buyouts and overtime payments exceeded £70,000 for the year ended 31st December 2007 are as follows –

Remuneration	2007		2006	
	Non-Traders	Traders	Non-Traders	Traders
£70,000 - £89,999	270	38	155	26
£90,000 - £109,999	62	6	45	7
£110,000 - £129,999	36	2	29	-
£130,000 - £149,999	19	-	30	-
£150,000 - £169,999	22	-	9	-
£170,000 - £189,999	2	-	1	-
£190,000 - £209,999	1	-	3	-
£210,000 - £229,999	1	-	5	-
£230,000 - £249,999	5	-	-	-
	418	46	277	33

'Traders' includes employees of Jersey Harbours, Jersey Airport, Jersey Car Parking and Jersey Fleet Management. The table excludes the remuneration of senior staff of the Waterfront Enterprise Board Limited, which is reported in the Company's published Financial Statements.

(c) States' Members

During the year remuneration totalling £2.2 million including expenses (2006:£2.2 million) was claimed by States' Members.

STATES OF JERSEY 2007 REMUNERATION*
TRADING AND NON-TRADING DEPARTMENTS

NON-TRADERS			Overall total
Remuneration	Pay Group	Total Employees	
£70,000 to £89,999	Civil Servants	172	346
	Doctors (Associate Specialists, Staff Grade, Specialist Registrars and Senior House Officers)	16	
	Fire	2	
	Head Teachers	24	
	Highlands College Management	9	
	Law Draftsmen	2	
	Manual Workers	3	
	Police	23	
	Legal Advisers	2	
	Nurses and Midwives	11	
	Paramedic	1	
	States/Judicial Teachers	1	
	Prison	1	
	3		
Total for band		270	38
£90,000 to £109,999	Civil Servants	19	74
	Chief Officers	4	
	States/Judicial	3	
	Consultant Doctors, Associate Specialists and Staff Grades Doctors	17	
	Head Teachers	6	
Law Draftsmen	3	4	
Legal Advisers	3		
Police	7		
Total for band		62	6
			74

Harbours	Airport	Total for Traders
5	33	
5	33	38
2	4	
2	4	6

Remuneration	Pay Group	Total Employees	Harbours	Airport	Total for Traders	Overall total
£100,000 to £129,999	Chief Officers	6	1	1		
	Consultant Doctors, Associate Specialist and Staff Grade Doctors	20				
	States/Judicial	4				
	Law Draftsmen	1				
£130,000 to £149,999	Legal Advisers	3				
	Highlands College Management	1				
	Education Support Services	1	1	1	2	40
£150,000 to £169,999	Chief Officers	6				
	Consultant Doctors and Associate Specialist Doctors	10				
	States/Judicial	2				
	Legal Advisers	1	0	0	0	19
			19			
£170,000 to £189,999	States/Judicial	1				
	Civil Servants	1				
	Chief Officers	1				
£170,000 to £189,999	Consultant Doctors	19	0	0	0	22
		22				
£170,000 to £189,999	Consultant Doctors	2	0	0	0	2
		2				

Remuneration	Pay Group	Total Employees	Harbours	Airport	Total for Traders	Overall total
£190,000 to £209,999	Consultant Doctors	1				
		1	0	0	0	1
£210,000 to £229,999	States/Judicial	1				
		1	0	0	0	1
£230,000 to £249,999	Chief Executive States/Judicial Consultant Doctors	1				
		2				
		2				
		5	0	0	0	5
Gross Totals		418	8	38	46	464

Note:-

* Figures include Employer's pension costs.