
STATES OF JERSEY



STATES OF JERSEY: PAY BENCHMARKING

**Presented to the States on 8th September 2009
by the Chief Minister**

STATES GREFFE

REPORT

I am presenting to the States a copy of a very recent pay benchmarking report prepared for the States Employment Board by Hassell Blampied Associates, together with a brief commentary prepared by my Department. Forty-five private sector employers participated in the survey, providing data on 3,583 jobs, and these were drawn from a variety of sectors, including Finance, Retail, Construction and the Utilities.

The report very largely confirms what the Hay survey concluded in 2006 – that the States pay well, in relation to the private sector, at the lower ends of the pay scales; competitively in the middle grades; and not as well at the higher grades.

This situation helps justify the position which the States Employment Board, as the employer for all States employees, has taken in introducing a pay freeze this year. Whilst the Board was extremely reluctant to do this, it was obliged to take heed of reality in the private sector and of the difficult budgetary situation facing States departments, and is comforted by the fact that those employees paid at the lower ends of the pay scales are relatively well paid within the Island.

Senator T.A. Le Sueur
Chief Minister

September 2009