
STATES OF JERSEY



STATES EMPLOYEES' REMUNERATION: EMPLOYEES EARNING OVER £70,000

**Presented to the States on 21st June 2012
by the States Employment Board**

STATES GREFFE

£70k + Remuneration Report 2011

In support of the 2011 Financial Report and Accounts

May 2012

Employment Relations

Contents

	Page
1. Background	3
2. Analysis of employees remunerated between £70k and £100k	4
3. Analysis of employees remunerated in excess of £100k	5
4. States of Jersey roles paid over £100k	8

1 Background

1.1 In accordance with normal practice, the States Treasurer has included a table in the Financial Report and Accounts regarding the remuneration of States of Jersey employees who earned in excess of £70,000 in 2011. This report provides further details of the annual remuneration for high earning States of Jersey employees.

Segmental Analysis of Staff: The table below gives details of the numbers of employees (including, for example, Chief Officers, hospital consultants, head teachers, deputy heads, senior teachers and police officers) who received remuneration of more than £70,000. Remuneration includes Salary and Wages and Pension Contributions paid by the States.

Remuneration	2011		2010	
	Non Traders	Traders	Non Traders	Traders
£70,000 - £89,999	341	34	320	32
£90,000 - £109,999	107	18	98	22
£110,000 - £129,999	55	2	51	3
£130,000 - £149,999	26	1	30	1
£150,000 - £169,999	22	0	23	0
£170,000 - £189,999	12	0	13	0
£190,000 - £209,999	4	0	0	0
£210,000 - £229,999	1	0	0	0
£230,000 - £249,999	1	0	2	0
£250,000 - £269,999	0	0	2	0
£270,000 - £289,999	1	0	0	0
£290,000 - £309,999	1	0	1	0
Total	571	55	540	58
Overall Total	626		598	

1.2 626 Public Sector Employees received gross remuneration in excess of £70,000 representing approximately 9.27 percent of the total Public Sector. Gross remuneration includes basic pay, any additional payments (e.g. additional hours payments, overtime, standby and work/skill related payments) and employer's pension contributions (approximately 13.4% of basic pay).

2 Analysis of employees remunerated between £70,000 and £100,000

2.1 The table below provides a breakdown of the employees remunerated in excess of £70,000.

Number of Employees	Salary Band
461	£70,000 to £99,999
165	£100,000 to £309,999
626	£70,000 to £309,999

2.2 Out of the 461 Employees remunerated between £70,000 and £99,999:

- 225 received basic pay in excess of £70k,
- 153 Employees' remuneration increased above £70k because of pension costs and;
- 83 Employees received less than £70,000 in basic pay and pension however additional payments such as; standby pay, additional hours worked, work or skill based allowances and pay in lieu of notice or annual leave increased their gross remuneration to between £70,000 and £99,999.

3 Analysis of Employees remunerated in excess of £100,000

3.1 In 2011, 165 Employees received a total (gross) remuneration of over £100k, a breakdown by Department and Pay Group¹ is shown below:

Department	GROSS REMUNERATION (including Pension Contributions)
Chief Minister's Department	8
Department of the Environment	2
Economic Development	5
Education, Sport & Culture	9
Health & Social Services	82
Home Affairs	14
Housing	1
Jersey Airport	6
Jersey Harbours	2
Non Ministerial States Funded	21
Social Security	1
States Assembly	2
Transport and Technical Services	5
Treasury and Resources	7
Grand Total	165

Pay Group	GROSS REMUNERATION (including Pension Contributions)
A Grade	13
Air Traffic Control	4
Civil Servants	9
Doctor and Consultants	74
Energy from Waste Operations	2
HC Managers	1
Heads and Deputies	5
Judicial Greffe	1
Personal contract holders/ Misc	50
Police Service	6
Grand Total	165

3.2 Out of the 165 Employees remunerated in excess of £100,000:

- Exactly 100 Employees earned basic pay in excess of £100k,
- 38 Employees' remuneration increased above £100k because of pension costs and;
- 27 Employees received less than £100,000 in basic pay and pension however additional payments such as; standby pay, additional hours worked, work or skill based allowances and pay in lieu of notice or annual leave increased their gross remuneration in excess of £100k.

3.3 The analysis in the following tables focus on employees' remunerated over £100k within two parameters:

- Basic Pay only (page 6)
- Total Gross remuneration (page 7) includes basic pay, any allowances² that have been paid via payroll and the employers' pension contributions.

¹ It should be noted that within the Pay Group table the term 'Personal contract holders/ Misc' includes employees such as Chief Officers, A Grade Civil Servants, Crown Officers and States Appointments. Furthermore, the term 'Civil Servant' includes a number of professions such as States Vet, Official Analyst, Senior Ambulance Officers, Meteorologists, Engineers, Accountants, Customs & Immigration Officers, Physiotherapists, Pathologists, Microbiologists, Radiologists and Pharmacists.

² It should be noted that the term 'allowances' includes all non-basic pay payments that were made via the payroll system during 2011, such as additional hours payments, standby pay, shift pay, expense refunds etc.

BASIC pay only
By Department

		TOTAL
£100,000 To £109,999		
Chief Minister's Department	5	
Education, Sport & Culture	2	
Health & Social Services	13	
Home Affairs	3	
Jersey Harbours	1	
Non Ministerial States Funded	3	27
£110,000 To £119,999		
Chief Minister's Department	1	
Education, Sport & Culture	1	
Health & Social Services	7	
Home Affairs	1	
Housing	1	
Non Ministerial States Funded	6	
Social Security	1	
States Assembly	1	
Treasury and Resources	1	20
£120,000 To £129,999		
Department of the Environment	1	
Health & Social Services	3	
Jersey Airport	1	
Non Ministerial States Funded	1	
Transport and Technical Serv	1	
Treasury and Resources	1	8
£130,000 To £139,999		
Economic Development	1	
Education, Sport & Culture	1	
Health & Social Services	18	
Home Affairs	1	
Non Ministerial States Funded	3	
Treasury and Resources	1	25
£140,000 To £149,999		
Chief Minister's Department	1	
Health & Social Services	5	
Treasury and Resources	2	8
£150,000 To £159,999		
Economic Development	1	
Health & Social Services	3	
Non Ministerial States Funded	1	5
£160,000 To £169,999		
Health & Social Services	1	1
£170,000 To £179,999		
Health & Social Services	2	
Non Ministerial States Funded	1	3
£180,000 To £189,999		
Non Ministerial States Funded	1	1
£190,000 To £199,999		
Health & Social Services	1	1
£210,000 To £219,999		
Non Ministerial States Funded	1	1
		100

BASIC pay only
By Pay Group

		TOTAL
£100,000 To £109,999		
A Grade	4	
Doctor and Consultants	10	
HC Managers	1	
Heads and Deputies	1	
Judicial Greffe	1	
Personal contract holders/ Misc	10	27
£110,000 To £119,999		
A Grade	1	
Doctor and Consultants	7	
Personal contract holders/ Misc	12	20
£120,000 To £129,999		
Doctor and Consultants	3	
Personal contract holders/ Misc	5	8
£130,000 To £139,999		
A Grade	1	
Doctor and Consultants	17	
Personal contract holders/ Misc	7	25
£140,000 To £149,999		
A Grade	1	
Doctor and Consultants	5	
Personal contract holders/ Misc	2	8
£150,000 To £159,999		
Doctor and Consultants	3	
Personal contract holders/ Misc	2	5
£160,000 To £169,999		
Doctor and Consultants	1	1
£170,000 To £179,999		
Doctor and Consultants	1	
Personal contract holders/ Misc	2	3
£180,000 To £189,999		
Personal contract holders/ Misc	1	1
£190,000 To £199,999		
Doctor and Consultants	1	1
£210,000 To £219,999		
Personal contract holders/ Misc	1	1
		100

The data shows that 100 employee's received basic pay in excess of £100,000 excluding any other payments (i.e. employer pension contribution, additional hours worked, work or skill based allowances, medical defence union insurance and expense refunds etc.).

GROSS Remuneration (Including allowances and pension)

By Department		TOTAL
£100,000	To	£109,999
Chief Minister's Department -		1
Department of the Environment		1
Economic Development		2
Education, Sport & Culture		5
Health & Social Services		8
Home Affairs		8
Jersey Airport		4
Jersey Harbours		1
Non Ministerial States Funded		3
States Assembly		1
Transport and Technical Services		3
Treasury and Resources		2
£110,000	To	£119,999
Chief Minister's Department -		3
Economic Development		1
Education, Sport & Culture		2
Health & Social Services		11
Home Affairs		2
Non Ministerial States Funded		2
Transport and Technical Services		1
£120,000	To	£129,999
Chief Minister's Department -		2
Education, Sport & Culture		1
Health & Social Services		21
Home Affairs		2
Housing		1
Jersey Airport		1
Jersey Harbours		1
Non Ministerial States Funded		5
States Assembly		1
£130,000	To	£139,999
Chief Minister's Department -		1
Department of the Environment		1
Health & Social Services		8
Home Affairs		1
Non Ministerial States Funded		4
Social Security		1
Treasury and Resources		1
£140,000	To	£149,999
Health & Social Services		6
Home Affairs		1
Jersey Airport		1
Transport and Technical Services		1
Treasury and Resources		1
£150,000	To	£159,999
Economic Development		1
Education, Sport & Culture		1
Health & Social Services		7
Non Ministerial States Funded		3
£160,000	To	£169,999
Health & Social Services		8
Treasury and Resources		2
£170,000	To	£179,999
Economic Development		1
Health & Social Services		3
Non Ministerial States Funded		1
Treasury and Resources		1
£180,000	To	£189,999
Chief Minister's Department -		1
Health & Social Services		5
£190,000	To	£199,999
Health & Social Services		3
£200,000	To	£209,999
Health & Social Services		1
£210,000	To	£219,999
Health & Social Services		1
£230,000	To	£239,999
Non Ministerial States Funded		1
£270,000	To	£279,999
Non Ministerial States Funded		1
£290,000	To	£299,999
Non Ministerial States Funded		1
165		165

GROSS Remuneration (Including allowances and pension)

By Pay Group		TOTAL
£100,000	To	£109,999
A Grade		5
Air Traffic Control		4
Civil Servants		7
Doctor and Consultants		6
Energy from Waste Operations		2
Heads and Deputies		4
Personal contract holders/ Misc		5
Police Service		6
£110,000	To	£119,999
A Grade		2
Civil Servants		2
Doctor and Consultants		8
HC Managers		1
Heads and Deputies		1
Personal contract holders/ Misc		8
£120,000	To	£129,999
A Grade		3
Doctor and Consultants		20
Personal contract holders/ Misc		12
£130,000	To	£139,999
A Grade		1
Doctor and Consultants		7
Judicial Greffe		1
Personal contract holders/ Misc		8
£140,000	To	£149,999
Doctor and Consultants		6
Personal contract holders/ Misc		4
£150,000	To	£159,999
Doctor and Consultants		7
Personal contract holders/ Misc		5
£160,000	To	£169,999
A Grade		1
Doctor and Consultants		8
Personal contract holders/ Misc		1
£170,000	To	£179,999
A Grade		1
Doctor and Consultants		3
Personal contract holders/ Misc		2
£180,000	To	£189,999
Doctor and Consultants		5
Personal contract holders/ Misc		1
£190,000	To	£199,999
Doctor and Consultants		2
Personal contract holders/ Misc		1
£200,000	To	£209,999
Doctor and Consultants		1
£210,000	To	£219,999
Doctor and Consultants		1
£230,000	To	£239,999
Personal contract holders/ Misc		1
£270,000	To	£279,999
Personal contract holders/ Misc		1
£290,000	To	£299,999
Personal contract holders/ Misc		1
165		165

An additional 65 employees were remunerated in excess of £100,000.

27 employees because of additional payments, such as; additional hours worked, work or skill based allowances, expense refunds, medical defence union insurance payments and pay in lieu of notice or annual leave.

38 employees because of the employer's pension contribution which, for the high earning group, is on average 13.9% of basic pay.

4 States of Jersey roles paid over £100,000

The focus of this section is upon the roles, as opposed to the actual employees appointed to those roles.

The tables below illustrate the salaries* of the roles valued in excess of £100,000 in 2011, in bands of £10,000.

Crown Officers, States Appointments, Judicial Greffe, Law Draftsmen, Legal Advisors	
1	£210,000 - £219,999
1	£180,000 - £189,999
1	£170,000 - £179,999
1	£150,000 - £159,999
3	£130,000 - £139,999
1	£120,000 - £129,999
9	£110,000 - £119,999
7	£100,000 - £109,999

Chief Officers, Senior Officers and Senior Civil Servants	
1	£180,000 - £189,999
1	£170,000 - £179,999
1	£150,000 - £159,999
3	£140,000 - £149,999
4	£130,000 - £139,999
5	£120,000 - £129,999
7	£110,000 - £119,999
9	£100,000 - £109,999

Hospital Consultants	
1	£195,000 - £199,999
1	£170,000 - £179,999
1	£160,000 - £169,999
1	£150,000 - £159,999
4	£140,000 - £149,999
15	£130,000 - £139,999
6	£120,000 - £129,999
8	£110,000 - £119,999
6	£100,000 - £109,999

*The figures include:

- Basic pay
- Responsibility, work or skill related supplements or allowances

The figures exclude

- Social Security contributions
- Pension contributions
- Standby payments
- Expenses (e.g. subsistence, mileage and telephone)
- Medical Defence Union insurance contributions
- Payments for additional hours