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# STATES OF JERSEY



## REMUNERATION REPORT FOR EMPLOYEES REMUNERATED £70,000 AND ABOVE IN 2012

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Presented to the States on 30th August 2013  
by the States Employment Board

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STATES GREFFE



**Remuneration Report**

**For Employees Remunerated £70,000 and above in 2012**

**In support of the 2012 Financial Report and Accounts**

**August 2013**

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## 1 Background

1.1 In accordance with normal practice, the States Treasurer has included a table in the Financial Report and Accounts regarding a segmental analysis of the remuneration of States of Jersey employees who earned in excess of £100,000 in 2012. This report provides further details of the annual remuneration for high earning States of Jersey employees that earned £70,000 and above in 2012. Please note this will be the final year where £70,000 is used as the lower threshold for reporting with the intention to increase this to £80,000 next year, due to the inevitable rise in the value of salaries as a result of macro and micro economic factors (i.e. cost of living increases / pay awards etc.).

### 1.2 Segmental Analysis of Staff

The table below provides details of the numbers of employees (including, for example, Chief Officers, Hospital Consultants, Head Teachers, Deputy Heads, Senior Teachers and Civil Servants) who received remuneration of more than £70,000. Remuneration includes Salary and Pension Contributions paid by the States.

Remuneration	2011		2012	
	Non Traders	Traders	Non Traders	Traders
£70,000 - £89,999	341	34	367	26
£90,000 - £109,999	107	18	98	19
£110,000 - £129,999	55	2	49	2
£130,000 - £149,999	26	1	47	1
£150,000 - £169,999	22	0	30	0
£170,000 - £189,999	12	0	11	0
£190,000 - £209,999	4	0	4	0
£210,000 - £229,999	1	0	2	0
£230,000 - £249,999	1	0	1	0
£250,000 - £269,999	0	0	0	0
£270,000 - £289,999	1	0	1	0
£290,000 - £309,999	1	0	1	0
<b>Total</b>	<b>571</b>	<b>55</b>	<b>611</b>	<b>48</b>
<b>Overall Total</b>	<b>626</b>		<b>659</b>	

1.3 659 Public Sector Employees received gross remuneration of £70,000 and above representing approximately 10.49 per cent of the total Public Sector (6282 FTE as at 31/12/2012<sup>1</sup>). 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 (median 13.47% of basic pay).

1.4 The number of employees that earned in excess of £70,000 has increased since 2011. Upon further analysis of the data, it appears there were two main areas of growth:

<sup>1</sup> The actual adjusted figure taken from the 2012 Corporate Report.

- Within the Civil Service A Grades, there were a number of employees that were on the cusp of either the £70,000 or £100,000 threshold, that were tipped over as a result of the 1% non-consolidated award in 2012, there were also a few roles that were re-evaluated to a higher grade within 2012 and a small number of new recruits.
- Within the Doctors and Hospital Consultant's pay group a new middle grade contract was introduced in October 2011, with the majority of Doctors transferring over in early 2012. All middle grade doctors saw an increase in salary and also received a lump sum for transferring across to the new Terms and Conditions, which was introduced as a direct result of newly established terms and conditions for this cohort in the NHS and the introduction of extended consultants' hours in the Emergency Department to improve patient care and safety. While there was not a particularly high number of recruitments during 2012, a high number of Hospital Consultant recruitments (mainly replacement posts) are expected for 2013 so there is likely to be an increase within this area in the 2013 report.

## 2. Analysis of employees remunerated between £70,000 and £99,999

Number of Employees	Salary Band
461	£70,000 to £99,999

2.1 In 2012, 461 Employees received a total (gross) remuneration<sup>2</sup> between £70,000 and £99,999, a breakdown by Department and Pay Group<sup>3</sup> is shown below:

Department	Gross Remuneration (inc. Pension)
Chief Minister's Department	33
Department of the Environment	26
Economic Development	9
Education, Sport & Culture	109
Health & Social Services	85
Home Affairs	74
Housing	5
Ports of Jersey	37
Non Ministerial States Funded	20
Social Security	6
States Assembly	0
Transport & Technical Services	24
Treasury & Resources	33
<b>Grand Total</b>	<b>461</b>

Pay Group	Gross Remuneration (inc. Pension)
Air Traffic Control	14
Airport Rescue & Fire	3
Ambulance Operations	4
Civil Servants	255
Civil Service A Grades	2
Crown Officer	9
Doctors & Consultants	9
Energy from Waste	5
Fire & Rescue Service	3
Heads & Deputies / HC Managers / Teachers	87
Manual Workers	1
Nurses & Midwives	6
Paramedics	8
Police Service	43
Prison	4
PCH* - Chief Officers	7
PCH* - Jud.Greffe / Crown Appts. / Law Drafts.	1
<b>Grand Total</b>	<b>461</b>

\*PCH = Personal Contract Holders

<sup>2</sup> This year, pay in lieu of notice, redundancy payments and any social security payments have been excluded in line with the 2012 financial report and accounts. Basic Pay is also inclusive of the 2012 non-consolidated award.

<sup>3</sup> Within the Pay Group table 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 – although not all earn in excess of £100,000.

2.3 Further detail of the 461 employees remunerated between £70,000 and £99,999 by Department and Grade is provided in Appendix B.

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

- 174 received basic pay in excess of £70,000 (excluding any pensionable supplements etc, that may also be considered part of an individual's base pay)
- 138 Employees' remuneration increased above £70,000 when considering the employer's pension contributions and;
- 149 employees received elements of additional pay (excluding pension) such as; standby pay, additional hours worked, work or skill based allowances that increased their gross remuneration to between £70,000 and £99,000.

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

Number of Employees	Salary Band
198	£100,000 to £309,999

3.1 In 2012, 198 Employees received a total (gross) remuneration of over £100,000, a breakdown by Department and Pay Group is shown below:

Department	Gross Remuneration (inc. Pension)
Chief Minister's Department	14
Department of the Environment	2
Economic Development	3
Education, Sport & Culture	8
Health & Social Services	106
Home Affairs	15
Housing	2
Ports of Jersey	11
Non Ministerial States Funded	22
Social Security	2
States Assembly	2
Transport & Technical Services	3
Treasury & Resources	8
<b>Grand Total</b>	<b>198</b>

Pay Group	Gross Remuneration (inc. Pension)
Civil Service A Grades	22
Air Traffic Control	5
Civil Servants	13
Doctors & Consultants	98
Heads & Deputies / HC Managers	7
Police Service	7
PCH* - Chief Officers	18
PCH* - Jud.Grefte / Crown Appts. / Law Drafts.	28
<b>Grand Total</b>	<b>198</b>

\*PCH = Personal Contract Holders

3.2 Out of the 198 Employees remunerated in excess of £100,000:

- 99 Employees earned basic pay in excess of £100,000,
- 44 Employees' remuneration increased above £100,000 when considering the employer's pension contributions and;
- 55 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 market supplements increased their gross remuneration in excess of £100,000.

3.3 The analysis in the following tables focus on employees' remunerated over £100,000 within two parameters:

- **Basic Pay** only (page 5) and **Total Gross remuneration** (page 6), which includes basic pay, any allowances<sup>4</sup> that have been paid via payroll and the employers' pension contributions.

3.4 The tables below detail employees whose basic pay (excluding the addition of any allowances and pension) was greater than £100,000 in 2012, by department and by pay group.

**Basic pay only  
By Department**

		Total
<b>£100,000 To £109,999</b>		
Chief Minister's Department	3	22
Education, Sport & Culture	2	
Health & Social Services	9	
Home Affairs	3	
Non Ministerial States Funded	4	
Treasury & Resources	1	
<b>£110,000 To £119,999</b>		
Chief Minister's Department	3	26
Health & Social Services	13	
Home Affairs	1	
Housing	1	
Non Ministerial States Funded	5	
Social Security	1	
States Assembly	1	
Treasury & Resources	1	
<b>£120,000 To £129,999</b>		
Chief Minister's Department	1	12
Department of the Environment	1	
Health & Social Services	9	
Non Ministerial States Funded	1	
<b>£130,000 To £139,999</b>		
Chief Minister's Department	1	19
Economic Development	1	
Education, Sport & Culture	1	
Health & Social Services	12	
Home Affairs	1	
Ports of Jersey	1	
Non Ministerial States Funded	1	
Transport & Technical Services	1	
<b>£140,000 To £149,999</b>		
Health & Social Services	4	8
Non Ministerial States Funded	2	
Transport & Technical Services	2	
<b>£150,000 To £159,999</b>		
Health & Social Services	1	2
Non Ministerial States Funded	1	
<b>£160,000 To £169,999</b>		
Health & Social Services	3	3
<b>£170,000 To £179,999</b>		
Chief Minister's Department	1	4
Health & Social Services	2	
Non Ministerial States Funded	1	
<b>£180,000 To £189,999</b>		
Health & Social Services	1	2
Non Ministerial States Funded	1	
<b>£210,000 To £219,999</b>		
Non Ministerial States Funded	1	1
		<b>99</b>

**Basic pay only  
By Pay Group**

		Total
<b>£100,000 To £109,999</b>		
Civil Servants / A Grades	3	22
Doctors & Consultants	7	
Heads & Deputies / HC Managers	2	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	7	
PCHs / Chief Officers	3	
<b>£110,000 To £119,999</b>		
Civil Servants / A Grades	3	26
Doctors & Consultants	12	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	8	
PCHs / Chief Officers	3	
<b>£120,000 To £129,999</b>		
Civil Servants / A Grades	1	12
Doctors & Consultants	9	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
PCHs / Chief Officers	1	
<b>£130,000 To £139,999</b>		
Doctors & Consultants	12	19
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
PCHs / Chief Officers	6	
<b>£140,000 To £149,999</b>		
Civil Servants / A Grades	1	8
Doctors & Consultants	4	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	2	
PCHs / Chief Officers	1	
<b>£150,000 To £159,999</b>		
Doctors & Consultants	1	2
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
<b>£160,000 To £169,999</b>		
Doctors & Consultants	3	3
<b>£170,000 To £179,999</b>		
Doctors & Consultants	1	4
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
PCHs / Chief Officers	2	
<b>£180,000 To £189,999</b>		
Doctors & Consultants	1	2
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
<b>£210,000 To £219,999</b>		
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	1
		<b>99</b>

\*PCH = Personal Contract Holders

<sup>4</sup> It should be noted that the term 'allowances' includes all non-basic pay payments that were made via the payroll system during 2012, such as additional hours payments, standby pay, shift pay, expense refunds etc.



**3.5** The tables below detail employee's whose gross remuneration (including basic pay, allowances and pension) was greater than £100,000 in 2012, by department and by pay group.

Gross Remuneration (inc. allowances & pension)		
By Department		Total
<b>£100,000 To £109,999</b>		
Chief Minister's Department	2	49
Department of the Environment	1	
Economic Development	1	
Education, Sport & Culture	4	
Health & Social Services	12	
Home Affairs	10	
Housing	1	
Ports of Jersey	8	
Non Ministerial States Funded	4	
Social Security	1	
States Assembly	1	
Transport & Technical Services	1	
Treasury & Resources	3	
<b>£110,000 To £119,999</b>		
Chief Minister's Department	4	21
Economic Development	1	
Education, Sport & Culture	1	
Health & Social Services	6	
Home Affairs	1	
Ports of Jersey	2	
Non Ministerial States Funded	3	
Transport & Technical Services	1	
Treasury & Resources	2	
<b>£120,000 To £129,999</b>		
Chief Minister's Department	4	30
Education, Sport & Culture	1	
Health & Social Services	18	
Home Affairs	2	
Housing	1	
Non Ministerial States Funded	3	
States Assembly	1	
<b>£130,000 To £139,999</b>		
Chief Minister's Department	2	29
Department of the Environment	1	
Health & Social Services	19	
Home Affairs	1	
Non Ministerial States Funded	4	
Social Security	1	
Treasury & Resources	1	
<b>£140,000 To £149,999</b>		
Education, Sport & Culture	1	19
Health & Social Services	15	
Ports of Jersey	1	
Non Ministerial States Funded	1	
Transport & Technical Services	1	
<b>£150,000 To £159,999</b>		
Economic Development	1	18
Education, Sport & Culture	1	
Health & Social Services	12	
Home Affairs	1	
Non Ministerial States Funded	3	
<b>£160,000 To £169,999</b>		
Health & Social Services	10	12
Treasury & Resources	2	
<b>£170,000 To £179,999</b>		
Chief Minister's Department	1	8
Health & Social Services	6	
Non Ministerial States Funded	1	
<b>£180,000 To £189,999</b>		
Health & Social Services	3	3
<b>£190,000 To £199,999</b>		
Health & Social Services	4	4
<b>£210,000 To £219,999</b>		
Health & Social Services	1	1
<b>£220,000 To £229,999</b>		
Chief Minister's Department	1	1
<b>£230,000 To £239,999</b>		
Non Ministerial States Funded	1	1
<b>£270,000 To £279,999</b>		
Non Ministerial States Funded	1	1
<b>£300,000 To £310,999</b>		
Non Ministerial States Funded	1	1
		<b>198</b>

Gross Remuneration (inc. allowances & pension)		
By Pay Group		Total
<b>£100,000 To £109,999</b>		
Civil Servants / A Grades	23	49
Doctors & Consultants	9	
Heads & Deputies / HC Managers	4	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	4	
PCHs / Chief Officers	2	
Police Service	7	
<b>£110,000 To £119,999</b>		
Civil Servants / A Grades	8	21
Doctors & Consultants	5	
Heads & Deputies / HC Managers	1	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	6	
PCHs / Chief Officers	1	
<b>£120,000 To £129,999</b>		
Civil Servants / A Grades	4	30
Doctors & Consultants	17	
Heads & Deputies / HC Managers	1	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	5	
PCHs / Chief Officers	3	
<b>£130,000 To £139,999</b>		
Civil Servants / A Grades	4	29
Doctors & Consultants	17	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	5	
PCHs / Chief Officers	3	
<b>£140,000 To £149,999</b>		
Doctors & Consultants	15	19
Heads & Deputies / HC Managers	1	
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
PCHs / Chief Officers	2	
<b>£150,000 To £159,999</b>		
Doctors & Consultants	12	18
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	3	
PCHs / Chief Officers	3	
<b>£160,000 To £169,999</b>		
Civil Servants / A Grades	1	12
Doctors & Consultants	10	
PCHs / Chief Officers	1	
<b>£170,000 To £179,999</b>		
Doctors & Consultants	6	8
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	
PCHs / Chief Officers	1	
<b>£180,000 To £189,999</b>		
Doctors & Consultants	3	3
<b>£190,000 To £199,999</b>		
Doctors & Consultants	3	4
PCHs / Chief Officers	1	
<b>£210,000 To £219,999</b>		
Doctors & Consultants	1	1
<b>£220,000 To £229,999</b>		
PCHs / Chief Officers	1	1
<b>£230,000 To £239,999</b>		
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	1
<b>£270,000 To £279,999</b>		
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	1
<b>£300,000 To £309,999</b>		
PCHs / Jud. Greffe / Crown Apts / Law Drafts.	1	1
		<b>198</b>

\*PCH = Personal Contract Holders

## 4 States of Jersey roles paid over £100,000

4.1 This section focuses on the roles, opposed to the actual employees appointed to those roles. Therefore considering the full annual salary assigned to a role, as opposed to the amount an individual actually received during that year, which may differ depending on when they joined, their hours worked, pay awards or increments received. The tables below illustrate the 94 salaries\* of the roles valued in excess of £100,000 on 31/12/2012.

Crown Officers, States Appointments, Judicial Greffe, Law Draftsmen, Legal Advisors	
1	£210,000 - £219,999
0	£200,000 - £209,999
0	£190,000 - £199,999
1	£180,000 - £189,999
1	£170,000 - £179,999
0	£160,000 - £169,999
1	£150,000 - £159,999
0	£140,000 - £149,999
3	£130,000 - £139,999
1	£120,000 - £129,999
8	£110,000 - £119,999
9	£100,000 - £109,999
25	

Chief Officers, Senior Officers, Senior Civil Servants and Head Teachers	
0	£210,000 - £219,999
0	£200,000 - £209,999
1	£190,000 - £199,999
0	£180,000 - £189,999
1	£170,000 - £179,999
0	£160,000 - £169,999
1	£150,000 - £159,999
2	£140,000 - £149,999
2	£130,000 - £139,999
7	£120,000 - £129,999
7	£110,000 - £119,999
7	£100,000 - £109,999
28	

Hospital Consultants	
0	£210,000 - £219,999
0	£200,000 - £209,999
0	£190,000 - £199,999
0	£180,000 - £189,999
0	£170,000 - £179,999
0	£160,000 - £169,999
0	£150,000 - £159,999
0	£140,000 - £149,999
17	£130,000 - £139,999
7	£120,000 - £129,999
14	£110,000 - £119,999
4	£100,000 - £109,999
42	

\*These figures include:

- Basic pay for the role only (E.g. as per the HAY evaluated points)

These figures exclude:

- Responsibility, work or skill related supplements or allowances
- Social Security contributions
- Pension contributions
- Standby payments
- Expenses (e.g. subsistence, mileage and telephone)
- Medical Defence Union insurance contributions
- Payments for additional hours

NB.

The total number of roles within this table differs to that within the table on page 6, as the latter includes the rates actually received by individuals and does not separate out instances where additional supplements have been built into base pay, nor consider fully annualised rates where there has been turnover or vacancies. However, this table corrects these issues, illustrating the full basic pay for the job.