

Council of Ministers

(33rd Meeting)

(Business conducted via electronic mail)

5th June 2023**Part A (Non-Exempt)**

All members were present, with the exception of Deputy C.F. Labey of Grouville and St. Martin, Minister for International Development, Deputy K.F. Morel of St. John, St. Lawrence and Trinity, Minister for Economic Development, Tourism, Sport and Culture, Deputy I.J. Gorst of St. Mary, St. Ouen and St. Peter, Minister for Treasury and Resources, Deputy P.F.C. Ozouf of St. Saviour, Minister for External Relations and Financial Services and Deputy K.M. Wilson of St. Clement, Minister for Health and Social Services, from whom apologies had been received.

Deputy K.L. Moore of St. Mary, St. Ouen and St. Peter, Chief Minister
 Deputy I. Gardiner of St. Helier North, Minister for Children and Education
 Deputy D.J. Warr of St. Helier South, Minister for Housing and Communities
 Deputy H.M. Miles of St. Brelade, Minister for Home Affairs
 Deputy J. Renouf of St. Brelade, Minister for the Environment
 Deputy M.E. Millar of St. John, St. Lawrence and Trinity, Minister for Social Security
 Deputy T.J.A. Binet of St. Saviour, Minister for Infrastructure

In attendance -

Deputy H.L. Jeune of St. John, St. Lawrence and Trinity, Assistant Minister for Home Affairs
 B. Flambard, Private Secretary to the Minister for Home Affairs
 K.L. Slack, Secretariat Officer, States Greffe

Note: The Minutes of this meeting comprise Part A only.

Breakdown of Gender Pay (P.31/2023): draft Amendment.

A1. The Council of Ministers recalled that Deputy M.B. Andrews of St. Helier North, had lodged a Proposition entitled 'Breakdown of Gender Pay' (P.31/2023 referred), which requested the States Employment Board, with effect from 1st January 2024, to publish each year a breakdown of gender pay by salary band and full and part-time employees, by Department. It further requested the publication of an annual report of the income ratio of the highest and lowest income earners by Department. The rationale for Deputy Andrew's Proposition was that he had concerns in respect of the lack of data relating to gender pay across Government.

The Council was supportive of P.31/2023 and acknowledged the importance of openness in relation to gender pay, both within Government and in respect of the Arm's Length Organisations ('ALOs'), which fulfilled certain functions on its behalf.

The Council accordingly received and noted a draft Amendment to P.31/2023, which sought to expand the scope of the Proposition by the inclusion of an additional

paragraph, which proposed that the Council of Ministers should encourage all ALOs and Specified Organisations, as set out in the Public Finances (Jersey) Law 2019, to also make public their gender pay and income ratio information in a transparent manner. It was, however, acknowledged that these organisations might not be able to produce such information as readily as Government, so the Council would consult with them.

Having considered the foregoing, the Council approved the draft Amendment and requested officers to arrange for it to be lodged '*au Greffe*'.