

Message # 1

Message Key: 00031454277357FA9DBD17C3B330490727094133



From: Jeremy Macon <J.Macon@gov.je>
To: Russell Labey <R.Labey@gov.je>, Scott Wickenden <S.Wickenden@gov.je>, Carina Alves <C.Alves@gov.je>, Mary Le Hegarat <M.LeHegarat2@gov.je>, Simon Crowcroft <S.Crowcroft@gov.je>, Christopher Taylor <C.Taylor@gov.je>
Cc: Lisa Hart [REDACTED], Mark Egan [REDACTED]
Addressed To: c.taylor@gov.je, s.wickenden@gov.je, simon.crowcroft@posh.gov.je [REDACTED], c.alves@gov.je, m.lehegarat2@gov.je, s.crowcroft@gov.je, r.labey@gov.je
Subject: Fwd: States Members remuneration, what are your views?
Date: Wednesday, February 20, 2019 11:16 GMT

Dear All,

Just for your information - this being sent to my personal e-mail.

Here we go again - the survey monkey results - has the remuneration committee actually asked members what they do before putting this to focus groups? NO! They don't even properly understand what we do! It's so frustrating- gonna reach the same useless results as the last one.

That committee is so unprofessional that it should be sacked!

Regards

Jeremy.

Sent from my iPhone

Begin forwarded message:

From: 4insight <info@4insight.info<mailto:info@4insight.info>>
Date: 20 February 2019 at 10:29:42 GMT
To: [REDACTED]
Subject: States Members remuneration, what are your views?
Reply-To: 4insight <info@4insight.info<mailto:info@4insight.info>>

[REDACTED]

What is your opinion on States Members remuneration? Come and share your views

[REDACTED]

We have been asked to carry out a number of focus groups talking about factors that may impact people running as a member of the next States Assembly. These 90 minute group discussions will be held in our studio on The Esplanade with refreshments [REDACTED]. They will be taking place at various time slots on:

- * Tuesday 5th March
- * Tuesday 12th March
- * Wednesday 13th March
- * Thursday 14th March

All discussions will be held in confidence with nothing you say ascribed to you as an individual.

If you would like to join those getting involved please contact [REDACTED] for more information, register your interest and answer a quick set of questions to see if you qualify.

Best Regards
4insight Team

[REDACTED]

Phone: 01534 859300

Email: info@4insight.info<<mailto:info@4insight.info?subject=States%20Members>>

4insight are a Jersey based, independent, professional marketing research agency who regularly run focus groups, depth interviews and surveys locally and internationally.

We are members of the following marketing research professional bodies: the MRS, AQR, and ESOMAR, and strictly abide by their Codes of Conduct, ensuring your confidentiality

[Redacted]

[Redacted]

[Redacted]

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You have opted in to receiving this email after taking part in a 4insight research project

Our mailing address is:

4insight
1st Floor
17 The Esplanade
St Helier, Channel Islands JE2 3QA
Jersey (Channel Islands)

Add us to your address book<<https://4insight> [Redacted]

Want to change how you receive these emails?

You can update your preferences<<https://4insight> [Redacted]
[Redacted]
[Redacted]

----- End Of Message -----

Message # 2

Message Key: 0003145490F62315DD1F6D3588A0400094396994



From: Jeremy Macon <J.Macon@gov.je>
To: Russell Labey <R.Labey@gov.je>
Cc: Mark Egan [REDACTED], Lisa Hart <[REDACTED]>, "gerald.g.white" [REDACTED],
[REDACTED] "Louise.Read" [REDACTED], "Ian.Black" [REDACTED],
[REDACTED] "nicolajsantoscosta" [REDACTED]
Subject: "awicks" [REDACTED]
Re: SMRRB - letter to PPC Chairman
Date: Wednesday, February 20, 2019 16:22 GMT

Too little too late and only comes to light once I've raised it! Plus what is the point of doing it along side States Members? They should be doing States Members first to inform what they put to the public! As the Board has already said to the chairman that even they do know what we do!

The incompetence of the board is unbelievable! Wasting more public money. How can Mark as accounting officer justify this?!?!

Russel - sack them as clearly they have an agenda and are not independent this is survey monkey part 2 and the board has learnt nothing! The are obsessed with differential pay and don't care a jot about constituency work who at the end of the day are the people we serve. They are terms and conditions. They've completely ignored you.

Hand it over to a professional HR person as clearly this board are not up to scratch!

Regards,
Jeremy

Sent from my iPhone

On 20 Feb 2019, at 15:47, Russell Labey <R.Labey@gov.je<mailto:R.Labey@gov.je>> wrote:

Sent from my iPad

Begin forwarded message:

From: Lisa Hart [REDACTED]
Date: 20 February 2019 at 13:00:42 GMT
To: Russell Labey <R.Labey@gov.je<mailto:R.Labey@gov.je>>
Cc: Mark Egan [REDACTED]
Subject: FW: SMRRB - letter to PPC Chairman

From: Gerald White [REDACTED]
Sent: 20 February 2019 13:00
To: Mark Egan [REDACTED]
Cc: awicks [REDACTED]; 'Ian Black' [REDACTED]; 'Louise Read' [REDACTED]; nicolajsantoscosta [REDACTED]; Lisa Hart [REDACTED]
Subject: SMRRB - letter to PPC Chairman

Hi Mark

Would you please send the letter below to Deputy Labey.

Many thanks and regards

Gerald

Dear Deputy Labey

States Members Remuneration Review Body

I undertook to keep PPC apprised of any significant initiatives in the course of our work this year.

This is to advise that the States Greffe has contracted with the local firm 4Insight, on behalf of the SMRRB, to carry out a professional survey of public opinion later this year. They will invite States Members to participate in a specific version of the same survey.

The outputs from these surveys will help inform the content of the report which we have undertaken to present to PPC towards the end of the year.

To inform the content and structure of the surveys, 4Insight will be running some focus groups, with members drawn from their standing panel, in the coming weeks.

Your sincerely

Gerald White

Chairman, SMRRB

----- End Of Message -----

Message # 3

Message Key: 0003145423922A43668FBF5DE2323659AA114D65



From: Jeremy Macon <J.Macon@gov.je>
To: Carina Alves <C.Alves@gov.je>, Scott Wickenden <S.Wickenden@gov.je>
Addressed To: s.wickenden@gov.je, c.alves@gov.je
Subject: Fwd: SMRRB - letter to PPC Chairman
Date: Wednesday, February 20, 2019 16:30 GMT

FYI
J

Sent from my iPhone

Begin forwarded message:

From: Jeremy Macon <J.Macon@gov.je<mailto:J.Macon@gov.je>>

Date: 20 February 2019 at 16:22:56 GMT

To: Russell Labey <R.Labey@gov.je<mailto:R.Labey@gov.je>>

Cc: Mark Egan [REDACTED], Lisa Hart [REDACTED]

"gerald.g.white [REDACTED]

"Louise.Read [REDACTED]

"Ian.Black [REDACTED]

"nicolajsantoscosta [REDACTED]

[REDACTED], "awicks [REDACTED]

Subject: Re: SMRRB - letter to PPC Chairman

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Regards,
Jeremy

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Sent from my iPad

Begin forwarded message:

From: Lisa Hart [REDACTED]

Date: 20 February 2019 at 13:00:42 GMT

To: Russell Labey <R.Labey@gov.je<mailto:R.Labey@gov.je>>

Cc: Mark Egan [REDACTED]

Subject: FW: SMRRB - letter to PPC Chairman

From: Gerald White [REDACTED]

Sent: 20 February 2019 13:00

To: Mark Egan [REDACTED]
Cc: awicks [REDACTED]; 'Ian Black' [REDACTED]; 'Louise
Read' [REDACTED]; nicolajsantoscosta [REDACTED]; Lisa Hart
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Your sincerely

Gerald White

Chairman, SMRRB

----- End Of Message -----

Message # 4

Message Key: 00031454A527EEBA00AD095D1462C6A3481D86C0 

From: Jeremy Macon <J.Macon@gov.je>
To: Russell Labey <R.Labey@gov.je>
Cc: Carina Alves <C.Alves@gov.je>, Mary Le Hegarat <M.LeHegarat2@gov.je>, aascrowcroft <Simon.Crowcroft@posh.gov.je>, Christopher Taylor <C.Taylor@gov.je>, Mark Egan [REDACTED], Lisa Hart [REDACTED], Scott Wickenden <S.Wickenden@gov.je>
Addressed To: c.taylor@gov.je, s.wickenden@gov.je, simon.crowcroft@posh.gov.je [REDACTED], c.alves@gov.je, m.lehegarat2@gov.je, r.labey@gov.je
Subject: Re: SMRRB
Date: Thursday, February 21, 2019 11:34 GMT

Dear Russel,

Thank you for this. I think I've made my thoughts known.

I don't have a problem with the board seeking informed public opinion - but as stated the board admitted that they didn't fully know what States Members do therefore how can they possibly instruct a focus group with fair, unbiased and accurate information when the board also at our PPC meeting agreed the the public didn't understand what we did!

This is kart before horse and I've trained in social research and this approach would be slated!!!! Imagine for a moment we did the same about the Greffe, the AG or viscount - clearly not giving the public accurate info about what they do would be unacceptable and deliver flawed research so why should it be different for States Members?

My advise would be to halt the public focus groups - yes to the focus groups with the States Members and then once there is an informed brief to give to the public focus groups then the board can do so.

The info that's been passed to the focus group - who's vetted it for accuracy? - I don't believe anyone been asked. It's outrageous!

I'm getting started again so I'll leave it there.

Regards

Jeremy

Sent from my iPhone

On 21 Feb 2019, at 11:19, Russell Labey <R.Labey@gov.je<mailto:R.Labey@gov.je>> wrote:

Dear All,

Re. The situation with SMRRB embarking on focus group market research with members of the public on States Members pay from March 5th.

We may need to convene an emergency meeting of PPC on Monday or Tuesday...

The position as I see is as follows...

1. We left Mark in the unenviable and quite possibly impossible position of trying to halt the SMRRB from spending any money without telling them that the future of the Body hangs in the balance for many of us.
2. We are agreed, together with the Membership of the Assembly as expressed in my meeting with them at Xmas not to progress any kind of pay claim, especially not publicly, whilst the States remains in dispute over pay with its workforce.
3. I understood it that the SMMRB were to begin gaining an understanding of what States Members actually do in terms of workload etc. Via questionnaires to Members.

Questions...

It seems to me that Jeremy has a a valid point. What is the point on spending money on market research without first informing participants comprehensively on what the workload and responsibilities of a States Member actually comprises?

How valuable is uninformed opinion?

How confident are we that the Body itself has appraised itself, finally, of States Members hours and duties? Did anyone get a questionnaire?

Embarking on this process with the public at a time when we are still in the middle of an angry pay dispute is nuts.

Do you want to talk about this?

Do PPC issue an immediate cease and desist?

Thoughts please....

Russell

Dear Deputy Macon

I apologise for the mis-timing issue yesterday.

I had anticipated that the earliest publicity around the SMRRB's survey initiative would arise from the date of the first focus group, probably 5th March. I had not thought through that publicity might arise from the earlier recruitment from 4Insight's focus group members panel.

My advice to Deputy Labey was ready as a draft e mail to be sent in the next few days, so I sent it as soon as I appreciated the problem yesterday. I am sorry that caused understandable concern because you had not yet received prior notification of the survey initiative.

Regards

Gerald White

From Jeremy

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Your sincerely

Gerald White

Chairman, SMRRB

Sent from my iPad

----- End Of Message -----

