

Chief Operating Office

People and Corporate Services
19-21 Broad Street | St Helier
Jersey | JE2 3RR



27 September 2019

Dear colleague,

2018-20 Pay Review for Civil Servants

We are writing on behalf of the States Employment Board (SEB) to inform you about the next steps in the pay review covering the settlements for 2018, 2019 and 2020. This applies to everyone within the civil service pay group, except for those on the new Teaching Assistants' Framework.

As you know, representatives of SEB and the two civil service unions – Prospect and Unite – have been negotiating for more than a year, and SEB has made several revisions and enhancements to its original pay offer during this time.

When we wrote to you in August, we summarised the many stages we have been through and the efforts we have made to reach agreement over the past year. SEB's negotiators have continued to meet the unions including twice this week.

We are sorry to say that, following the rejection of the last offer by those members of trades unions who voted, SEB has concluded that we are unable to reach a negotiated settlement.

Therefore, and with regret, SEB has decided to implement the 2020 base pay offer of September 2019 RPI + 1.3%, with effect from 1 January 2020.

This is unfortunate for two important reasons.

First, because the base pay offer for 2020 is less than what we offered in July, which we said in August is the best that could be negotiated. The July offer was:

- the offer already implemented for 2018 and 2019
- a substantially higher offer for 2020, of the September 2019 inflation rate plus 1.3%
- a further increase of up to 0.8%, based on a 50:50 sharing of additional savings and efficiencies identified in joint working with the unions
- additional paid holidays (average 2.8 days) in exchange for increasing the working week from 37 hours to 37.5 hours.

SEB would have liked to have reached agreement with the unions, so that all civil servants can receive all the elements of the July offer above. However, both the potential 0.8% additional increase and the additional paid holidays (in exchange for a 30-minute increase in the working week) cannot be implemented without the agreement and cooperation of the unions.

Second, because this will be a repeat of the experience in a number of years recently that we have been unable to reach agreement with the unions over pay resulting in settlements being implemented. We wanted to move away from this situation, hence our revised offer in July, on which we have not, unfortunately, been able to reach agreement.

What happens next

In early December, the payroll system will be updated to uplift the base pay of the civil service pay group (except for those on the new Teaching Assistants' Framework) by September RPI +1.3%, in order for the pay rises to take effect from 1 January 2020.

The table at the end of this letter shows what the 2020 base pay increase is worth for every pay point on every grade for civil servants.

Those civil servants who are not already at their grade maximums and are eligible to receive their automatic annual increment in 2020 would do so, further enhancing their base pay.

However, SEB still wants to keep the door open to a negotiated settlement, so they have agreed that they will keep the additional elements of the July pay offer on the table for as long as possible, in the hope that the unions will reconsider their position and enable all civil servants to receive a better settlement than we are able to implement without their support. The two additional elements are:

- the further increase of up to 0.8%, based on a 50:50 sharing of additional savings and efficiencies identified in joint working with the unions
- additional paid holidays (average 2.8 days) in exchange for increasing the working week from 37 hours to 37.5 hours.

These two elements will therefore remain on the table until 30 November 2019, after which it will be too late to implement them for 1 January 2020.

SEB is willing for its officers to continue negotiations with the trades unions on these two elements, if the unions are willing to reconsider their rejection of them.

If you wish to receive these additional elements, you may wish to make your view known to your union, if you are a member; SEB have not been advised by the unions on how many members actually rejected the offer and believe it important that all civil servants have a voice. Any civil servant may also share feedback on this matter confidentially, honestly and safely, by emailing EmploymentRelations@gov.je

Yours faithfully,



Mark Grimley

Group Director People and Corporate Services



Connétable Richard Buchanan

Vice-Chair, States Employment Board

CIVIL SERVICE 2020 PAY INCREASES – base pay and increments

2019 Grade & Increment	2020 Grade & Increment	2019 Salary	2020 Salary	2019-2020 £ Increase	2019 - 2020 % Increase
CS01 1	CS01 2	£18,985	£20,499	£1,514	8.0%
CS01 2	CS01 3	£19,635	£21,195	£1,560	7.9%
CS01 3	CS01 4	£20,302	£21,919	£1,617	8.0%
CS01 4	CS01 4	£20,995	£21,919	£924	4.4%
CS02 1	CS02 2	£20,995	£22,111	£1,116	5.3%
CS02 2	CS02 3	£21,179	£22,310	£1,131	5.3%
CS02 3	CS02 4	£21,370	£22,498	£1,128	5.3%
CS02 4	CS02 4	£21,550	£22,498	£948	4.4%
CS03 1	CS03 2	£21,550	£23,231	£1,681	7.8%
CS03 2	CS03 3	£22,252	£23,985	£1,733	7.8%
CS03 3	CS03 4	£22,974	£24,760	£1,786	7.8%
CS03 4	CS03 4	£23,716	£24,760	£1,044	4.4%
CS04 1	CS04 2	£23,716	£25,611	£1,895	8.0%
CS04 2	CS04 3	£24,532	£26,480	£1,948	7.9%
CS04 3	CS04 4	£25,364	£27,385	£2,021	8.0%
CS04 4	CS04 4	£26,231	£27,385	£1,154	4.4%
CS05 1	CS05 2	£26,231	£28,323	£2,092	8.0%
CS05 2	CS05 3	£27,129	£29,289	£2,160	8.0%
CS05 3	CS05 4	£28,055	£30,291	£2,236	8.0%
CS05 4	CS05 4	£29,014	£30,291	£1,277	4.4%
CS06 1	CS06 2	£29,014	£31,326	£2,312	8.0%
CS06 2	CS06 3	£30,006	£32,391	£2,385	7.9%
CS06 3	CS06 4	£31,026	£33,499	£2,473	8.0%
CS06 4	CS06 4	£32,087	£33,499	£1,412	4.4%
CS07 1	CS07 2	£32,087	£34,851	£2,764	8.6%
CS07 2	CS07 3	£33,382	£36,252	£2,870	8.6%
CS07 3	CS07 4	£34,724	£37,715	£2,991	8.6%
CS07 4	CS07 4	£36,125	£37,715	£1,590	4.4%
CS08 1	CS08 2	£36,125	£39,325	£3,200	8.9%
CS08 2	CS08 3	£37,668	£41,005	£3,337	8.9%
CS08 3	CS08 4	£39,277	£42,753	£3,476	8.8%
CS08 4	CS08 4	£40,951	£42,753	£1,802	4.4%
CS09 1	CS09 2	£40,951	£44,908	£3,957	9.7%
CS09 2	CS09 3	£43,015	£47,174	£4,159	9.7%
CS09 3	CS09 4	£45,186	£49,547	£4,361	9.7%
CS09 4	CS09 4	£47,459	£49,547	£2,088	4.4%
CS10 1	CS10 2	£47,459	£51,178	£3,719	7.8%
CS10 2	CS10 3	£49,021	£52,863	£3,842	7.8%
CS10 3	CS10 4	£50,635	£54,598	£3,963	7.8%
CS10 4	CS10 4	£52,297	£54,598	£2,301	4.4%
CS11 1	CS11 2	£52,297	£56,599	£4,302	8.2%
CS11 2	CS11 3	£54,214	£58,669	£4,455	8.2%
CS11 3	CS11 4	£56,196	£60,820	£4,624	8.2%
CS11 4	CS11 4	£58,257	£60,820	£2,563	4.4%

2019 Grade & Increment	2020 Grade & Increment	2019 Salary	2020 Salary	2019-2020 £ Increase	2019 - 2020 % Increase
CS12 1	CS12 2	£58,257	£62,767	£4,510	7.7%
CS12 2	CS12 3	£60,122	£64,768	£4,646	7.7%
CS12 3	CS12 4	£62,038	£66,846	£4,808	7.8%
CS12 4	CS12 4	£64,029	£66,846	£2,817	4.4%
CS13 1	CS13 2	£64,029	£69,947	£5,918	9.2%
CS13 2	CS13 3	£66,999	£73,181	£6,182	9.2%
CS13 3	CS13 4	£70,097	£76,592	£6,495	9.3%
CS13 4	CS13 4	£73,364	£76,592	£3,228	4.4%
CS14 1	CS14 2	£73,364	£79,794	£6,430	8.8%
CS14 2	CS14 3	£76,431	£83,134	£6,703	8.8%
CS14 3	CS14 4	£79,630	£86,611	£6,981	8.8%
CS14 4	CS14 4	£82,961	£86,611	£3,650	4.4%
CS15 1	CS15 2	£82,961	£89,533	£6,572	7.9%
CS15 2	CS15 3	£85,760	£92,556	£6,796	7.9%
CS15 3	CS15 4	£88,655	£95,672	£7,017	7.9%
CS15 4	CS15 4	£91,640	£95,672	£4,032	4.4%

Notes to the table

- Based on current RPI estimate of 3.1% for 2020 offer +1.3% totalling an offer of 4.4%
- Increases shown which are over 4.4% include incremental progression
- Increments of salary take effect from 1st January unless that day falls during an employee's probationary period, in which case the increment will take effect from the day after that period ends.