

ALL USERS EMAIL - 29 December 2020

Dear colleagues

I'm pleased to be able to confirm that decisions on pay awards for 2020 and 2021 for all groups of employees have now been reached by the Policy & Resources Committee.

The States of Guernsey has written to union representatives for all employees to make them aware and if you are a union member, they will be passing that information onto you very shortly. But as some colleagues are not union members I wanted to be sure that you were kept up to date with the Committee's decision. Below are details of what has been decided for all groups for both this year and next.

There are a few points I'd like to highlight as you look at those. Firstly, I'm pleased that all staff have been awarded an increase for 2020. Throughout 2020 you have worked incredibly hard, and more than ever I've seen how all parts of the organisation have come together in the most challenging circumstances to respond to the COVID-19 pandemic, support our community and keep essential services running. It's not been an easy year for any of us but how well we've worked together makes me very proud. All of you have had a part to play in what so far has been one of the best, most professional and most effective responses to the pandemic of any jurisdiction, anywhere in the world. That is no exaggeration. And while we can't take our foot off the gas just yet, nothing can take away from what's already been achieved.

However, we know the pandemic has impacted our economy. We face some major challenges to public finances with deficits forecast for this year and next (of £59m and £23m respectively). Some parts of the private sector are still struggling and it will take a big effort by the whole Bailiwick to recover. There's no getting around it, times are very tough. Thanks to your good work they are not as tough as they could have been, but we're still a long way from where we were a year ago before the pandemic arrived.

It'll be no surprise that that has had to be factored into the Policy & Resources Committee's decisions for 2021 pay. The Committee has not decided to freeze pay for all groups; there are some, **in recognition of historic lower pay levels**, but these are the exceptions. While all colleagues will see an increase for 2020, many won't see one for 2021. Given the extraordinary circumstances in which we find ourselves, I hope you will understand the reasons for the Committee having to make this decision and it should not be seen in any way as a reflection of your superb work this year.

In terms of the table below, please note that any 2020 pay award with an * next to it has been decided by the current Policy & Resources Committee. Those without an asterisk were decided earlier this year by the previous Committee.

| GROUP | REVIEW DATE | Award | | |
|--|---|---------------------------------|------|---|
| | | 2020 | 2021 | Notes |
| PSEs (Including Sewage Cart Drivers) | 1 January | £659.00* | 2.4% | |
| STATES FIREFIGHTERS | 1 January | 2.3%^ | 0% | |
| AIRPORT FIREFIGHTERS | 1 January | 2.3%^ | 0% | |
| BEAU SEJOUR – CATERING | 1 January | £659.00* | 2.4% | |
| PRISON OFFICERS | 1 January | 2.3% | 0% | |
| MEDICAL CONSULTANTS/ ASSOCIATE SPECIALISTS | 1 January | 2.2% | 0% | |
| AGENDA FOR CHANGE (INCL. NURSES & MIDWIVES) | 1 January | 5% (paid early Sept 2019) | 5% | |
| CIVIL SERVANTS | 1 January | 2.0%* | 0% | |
| GUERNSEY BORDER AGENCY | 1 January | 2.0%* | 0% | |
| AIR TRAFFIC CONTROLLERS | 1 January | 2.0%* | 0% | |
| TEACHERS & LECTURERS | 1 September 1 January with effect from 2021 | 2.4% * 0.8%^ | 0% | ^ top up to end of year and move pay date to 1 Jan |
| LEARNING SUPPORT ASSISTANTS | 1 September 1 January with effect from 2021 | 2.0%* 0.8%^ | 0% | ^ top up to end of year and move pay date to 1 Jan |
| JESCC | 1 October 1 January with effect from 2021 | 2.4%* 0.6% ^ | 0% | ^ top up to end of year and move pay date to 1 Jan |
| POLICE OFFICERS (including Senior Officers) | 1 January | 2.3% | 0% | |
| Home Support Staff | 1 January | 2.1% | 0% | |

Kind regards

Paul Whitfield
Chief Executive