

2025.10.21

4.12 Deputy M.B. Andrews of St. Helier North of the Minister for Social Security regarding pay transparency in job advertisements (OQ.225/2025):

Will the Minister provide an update on work undertaken to encourage pay transparency in job advertisements, as discussed during the Gender Pay Gap hearing with the Corporate Services Scrutiny Panel on 6th May 2025?

Deputy L.V. Feltham of St. Helier Central (The Minister for Social Security):

As I discussed with the Scrutiny Panel, I felt that we had an opportunity within our Jobs in Jersey website to encourage employers to not advertise jobs as negotiable with regard to pay and be more transparent when advertising. With that in mind, changes were made to the functionality and help text on the online vacancy form to encourage employers to publish salaries. Those changes were made in 2024. Unfortunately though those changes have only seen a marginal increase in greater pay transparency, and this is something that myself and Deputy Alves, as Assistant Chief Minister with responsibility for diversity and inclusion, take very seriously. We do feel that we need to take more action in this respect and consider mandating that when advertising on Jobs in Jersey there should be pay transparency.