

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY S.Y. MÉZEC OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 12th MAY 2015**

Question

Could the Chief Minister, in his capacity as Chairman of the States Employment Board, provide a breakdown of the salaries paid to each of the Law Officers over the past 5 years? Will he further provide specific details of the revised pay and rewards scheme referenced in the Resources Statement to the Strategic Plan including, if possible, details of how much in salaries will be paid to the Law Officers in the foreseeable future?

Answer

The Modernisation of Reward for Legal Advisers in the Law Officers' Department

Background History

The revised pay structure referenced in the Resources Statement to the Strategic Plan refers to the roles of legal advisers working in the LOD and not to the two Law Officer roles.

Due to data protection legislation, it is not possible to provide a breakdown of the salaries paid to each of the Legal Advisers of the Law Officers' Department (LOD) over the past 5 years. However, below are the pay bands applied from 2010 to date.

	Grade	Salary Scale Wef 01/01/10	Salary Scale Wef 01/01/11	Salary Scale Wef 01/01/12	Salary Scale Wef 01/01/13
Principal Legal Adviser	Max	£138,339	£141,106	£141,106	£142,517
	Min	£123,836	£126,313	£126,313	£127,576
Senior Legal Adviser	Max	£120,281	£122,687	£122,687	£123,914
	Min	£105,089	£107,191	£107,191	£108,263
Legal Adviser	Max	£98,803	£100,779	£100,779	£101,787
	Min	£64,278	£65,564	£65,564	£66,220

New pay and rewards scheme

In the new structure there are three Legal Adviser levels, a Senior Legal Adviser level and a Principal Legal Adviser level.

The new rates set for Legal Advisers consider local and UK market information as well as step increments between the levels. The changes are intended to assist with recruitment and retention, and with our ability to maintain a more affordable and sustainable pay structure. There are potential savings from lowering the minimum and maximum pay points for legal advisers, as well as the maximum pay point for senior legal advisers and principal legal advisers.

Old Pay Bands wef: 2012/2013			New Pay Bands wef: 01/01/2013	
Principal Legal Adviser	Max	£142,517	Principal Legal Adviser	£140,000
	Min	£127,576		£136,000 £132,000
Senior Legal Adviser	Max	£123,914	Senior Legal Adviser	£120,000
	Min	£108,263		£116,000 £112,000
Legal Adviser	Max	£101,787	Legal Adviser 3	£100,000 £96,000 £92,000
	Min	£66,220	Legal Adviser 2	£80,000 £78,000 £76,000
			Legal Adviser 1	£64,000 £62,000 £60,000

The design of the new Reward Structure for Legal Advisers allows incremental progression only when an individual is assessed as meeting the relevant competency requirements. Progression is no longer based on time served in post.