

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY H. JEUNE OF ST. JOHN, ST. LAWRENCE AND TRINITY
QUESTION SUBMITTED ON MONDAY 14th SEPTEMBER 2026
ANSWER TO BE TABLED ON MONDAY 21st SEPTEMBER 2026**

Question

“Further to [Written Question 276/2024](#), in relation to gender pay gap, and the adoption of [P.31/2023, as amended](#), will the Chief Minister advise –

- (a) the gender pay and income ratio information available for each Arm’s Length Organisation and Specified Organisation, as defined in the [Public Finances \(Jersey\) Law 2019](#), for each year since 2023;
- (b) which Organisations have not published their income ratio information and what reason, if any, these Organisations have given for not publishing this information; and
- (c) what plans he has in place to ensure that the commitments made within [P.31/2023, as amended](#), are upheld?”

Answer

- (a) This answer relates to the Specified Organisations listed in Schedule 2 to the Public Finances (Jersey) Law 2019. The law does not define arm’s length organisations.

Gender Pay Gap

Specified Organisation	2023	2024	2025
Andium Homes	26%	26%	25%
Jersey Post (new methodology from 2024 includes business group)	2.1%	-6.26%	-16%
Jersey Telecom (mean hourly pay)	4.93%	4.09%	6.02%
Ports of Jersey (mean hourly pay)	19.6%	17.1%	13.4%
States of Jersey Development Company (mean monthly pay)	30%	26%	25%
Jersey Overseas Aid Commission	n/a	n/a	n/a

The data has been drawn from annual reports and accounts. Negative figures indicate a gender pay gap in favour of women.

Income Ratio

This information is already available in the public domain in reports produced by the organisations. Relevant extracts are provided below together with the links:

Andium Homes

Year	Highest-paid director	75th quartile	Ratio	Median remuneration	Ratio	25th quartile	Ratio
2025	£220,000	£87,011	2.5	£56,965	3.9	£44,000	5.0
2024	£228,175	£82,000	2.8	£58,000	3.9	£44,000	5.2
2023	£214,250	£86,320	2.5	£56,700	3.8	£43,160	5.0

[Andium Homes Annual Report 2025, p. 88](#)

[Andium Homes Annual Report 2024, p. 71](#)

[Andium Homes Annual Report 2023, p. 65](#)

Jersey Post

No income ratio data published in annual report

Jersey Telecom

Year	25th percentile ratio	Median ratio	75th percentile ratio
2025	7.04	5.42	4.33
2024	6.90	5.04	3.91
2023	No data	No data	No data

[Jersey Telecom Annual Report 2025, p. 19](#)

Ports of Jersey

Year	25th percentile remuneration	Ratio to CEO	Median remuneration	Ratio to CEO	75th percentile remuneration	Ratio to CEO
2025	£41,212	11.30	£65,054	7.16	£91,983	5.06
2024	£36,306	13.23	£54,231	8.85	£77,788	6.17
2023	£36,724	12.34	£52,034	8.71	£88,462	5.12

[Ports of Jersey Annual Report 2025, p. 45](#)

[Ports of Jersey Annual Report 2024, p. 35](#)

[Ports of Jersey Annual Report 2023, p. 60](#)

States of Jersey Development Company

	2023	2024	2025
Pay ratio between the highest paid employee and the lowest paid employee	4.7:1	5.0:1	5.0:1
Pay ratio between the highest paid employee and the 25th percentile pay of all employees	4.1:1	2.9:1	2.9:1
Pay ratio between the highest paid employee and the median pay of all employees	2.3:1	2.1:1	2.1:1
Pay ratio between the highest paid employee and the 75th percentile pay of all employees	1.7:1	1.7:1	1.7:1
Gender pay gap (median monthly pay)	11%	15%	15%
Executive Team Gender Balance	30%	26%	25%

[States of Jersey Development Company Annual Report 2025, p. 45](#)

[States of Jersey Development Company Annual Report 2024, p. 51](#)

[States of Jersey Development Company Annual Report 2023, p. 62](#)

Jersey Overseas Aid Commission

	2025	2024	2023
Pay ratio between the highest to lowest full-time-equivalent salary employee	4.3:1	No data	No data

Jersey Overseas Aid Commission Annual Report 2025 p.46

- (b) The only Specified Organisation listed in Schedule 2 to the Public Finances (Jersey) Law 2019 that does not publish the gender pay gap information is the Jersey Overseas Aid Commission. This is because its small number of staff means that pay reporting could risk identifying individuals or produce distorted results due to the limited size of the dataset.

Jersey Post does not publish income ratio information in its annual report.

- (c) The States Assembly agreed in P.31/2023 that the Council of Ministers should encourage arm's length organisations and Specified Organisations to publish their gender pay and income ratio information.

The Government continues to encourage organisations to meet the principles of good practice that are included in the Jersey Audit Office guide on annual reporting, including on gender balance and fair pay reporting, as soon as practicable.

There is no legislative or regulatory requirement to include gender pay information in annual reports of organisations that have key strategic relationships with the Government. There are no current plans to introduce such requirements in legislation.