

**Response to a Question Pursuant to Rule 14  
of the Rules of Procedure of the States of Deliberation and their Committees**

**Subject:** Senior Management Remuneration and Head Count in the States of Guernsey

**States’ Member:** Deputy D Goy

**Date received:** 18<sup>th</sup> November 2025

**Date of reply:** 2<sup>nd</sup> December 2025

**Question 1:**

**Will the Policy & Resources Committee publish a single table that lists every role in the States of Guernsey that simultaneously meets ALL of the following criteria:**

- **Annual full-time equivalent base salary of £85,000 or more; and**
- **Classified as a “management” or “leadership” role (i.e. the post-holder’s primary function is to direct policy, strategy, programmes or people, and is NOT a business-as-usual professional/technical post such as, but not limited to, engineer, doctor, scientist, lawyer, accountant or nurse); and**
- **The role is either (i) directly employed by the States of Guernsey or (ii) seconded into the States of Guernsey and whose salary is funded by the States; and**
- **For each such role set out the following columns exactly as described:**
  - **Column 1: Official role title;**
  - **Column 2: Department, committee or trading entity in which the role sits;**
  - **Column 3: Actual base salary paid (in £) to the current post-holder as at 1 November 2025;**
  - **Column 4: Minimum point of the pay range (in £) for the role;**
  - **Column 5: Maximum point of the pay range (in £) for the role;**

**The table should be ordered by actual base salary paid (i.e. Column 3).**

**Response**

Whilst committed to being as open with States Members and the community as possible, the Committee believes it would be neither fair nor appropriate to publish the salary of employees alongside their job titles and place of work. To do so would clearly risk identifying staff, which the Committee considers would be an unacceptable course of action for any employer to take. Our position on this aligns with standard employment practices. However, the Committee wishes to be as helpful as possible and can confirm that 389 employees from

a total of 5,800 across the organisation have an annual full-time equivalent base salary of £85,000 or more.

**Question 2:**

**In addition to the table in Question 1, will the Committee summarise:**

- (a) the total number of individuals captured by the table;**
- (b) the combined annual base salary (in £) for those individuals;**
- (c) the percentage that figure (b) represents of the States' total annual payroll**

**Response**

The question has asked that roles be classed as “management” or “leadership” and roles which are “not a business-as-usual professional/technical post”. The relevant data is not categorised in this manner, so we cannot provide a breakdown under these headings.

Public servants who hold a management or leadership role within the organisation are from a range of professional, technical or specialist backgrounds. Some also have statutory or regulatory responsibilities. As such, they fulfil role-related responsibilities aligned to their specialism in addition to their responsibilities to manage resources and contribute to policy development. Senior leaders are generally subject matter experts who advise on technical matters, lead policy work and manage statutory, regulatory and legislative compliance. In addition, they lead across multiple areas of responsibility and contribute to the strategic direction of the public service aligned to its priorities.

The Committee has already invited Deputy Goy to meet so that it can better understand his requests for information relating to the public service workforce and extends that invitation again via this response.