

COMPTROLLER AND AUDITOR GENERAL

DRAFT TERMS OF REFERENCE FOR A REVIEW OF THE STATES' MANAGEMENT OF THE REMUNERATION OF SENIOR POSTS

1. This review is commissioned in accordance with the powers of the Comptroller & Auditor General as set out in the Public Finance (Jersey) Law 2005 to take place in the light of:
 - (1) the States' need to be able to recruit senior staff and the related need to be able to pay competitive remuneration to attract candidates of suitable ability and experience;
 - (2) the public concern that, notwithstanding this need, the States may have recruited staff at inappropriately high salaries and may have hired interim managers on inappropriately generous terms; and
 - (3) the steps taken by the United Kingdom government to restrain and limit the remuneration of senior staff and interim managers in the United Kingdom public sector.

2. The purpose of the review is to examine:
 - (1) remuneration levels for senior staff in the States, the way in which levels have changed in recent years and the costs incurred by the States in this respect in recent years;
 - (2) the number of senior managers appointed on short term or interim contracts, the level of the payments made for their services in any way and the costs incurred by the States in this respect in recent years;
 - (3) the processes applied by the States to control the recruitment of senior staff, and to control the employment of interim senior managers;

- (4) the processes which are applied by the States to ensure that senior staff and interim managers are recruited or employed on terms that offer the greatest value for money;
 - (5) any other related issues which come to attention in the course of this review.
3. The outcome of the review will be a report prepared and published in accordance with the provisions of the Public Finance Jersey Law 2005 and the C&AG's normal practice.
4. In view of the public concern over the issues, consideration will be given to the publication of an interim report at an early date.

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