

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

**Subject:** Senior Pay Review  
**States' Member:** Deputy G A St Pier  
**Date received:** 3<sup>rd</sup> January 2023  
**Date acknowledged:** 4<sup>th</sup> January 2023  
**Date of reply:** 19<sup>th</sup> January 2023

**Question**

The Committee had previously indicated its intent to put in place in 2021 independent pay review arrangements for the Judges and Crown Officers. If these arrangements have now been agreed and established, could the Committee please outline them? If the arrangements have not yet been agreed, could the Committee please outline the state of play and its current anticipated timeline for completing this process?

**Response**

The Committee, in consultation with the office holders concerned, has now agreed terms of reference for an independent panel to carry out periodic reviews in respect of Judges' and Crown Officer pay and is in the process of appointing an independent panel of three suitably qualified and experienced individuals. Two panel members are already confirmed and it is anticipated that the first review will take place soon.

It has been agreed that the panel will carry out reviews of the office holders' pay every three years, through a process of consultation with the Bailiff and others. In carrying out its reviews, the panel will have regard to a range of relevant factors, including: movements in RPIX locally; the need to recruit, retain and motivate high calibre candidates; an awareness of the financial situation of the States of Guernsey; and the terms and conditions of appointment (other than pay) attaching to each of the offices.

**Deputy Peter Ferbrache**  
**President**  
**Policy & Resources Committee**