



**IN THE STATES OF THE ISLAND OF GUERNSEY  
ON THE 21<sup>ST</sup> FEBRUARY, 2025**

**The States resolved as follows concerning Billet d'État No V  
dated 20<sup>th</sup> January, 2025**

**POLICY & RESOURCES COMMITTEE  
INDEPENDENT STATES' MEMBERS' PAY REVIEW PANEL – FINAL REPORT 2024  
P.2025/5**

VII. After consideration of the policy letter entitled 'Independent States' Members' Pay Review Panel – Final Report 2024' dated 13 January, 2025, they are of the opinion:-

1. To note the Independent States' Members' Pay Review Panel's Final Report and that the Policy & Resources Committee whilst recognising the work of the Panel, has decided that, in the post-budget environment, alternative proposals would be more appropriate.
2. To agree that States Members' pay commencing 1<sup>st</sup> July, 2025 shall be as follows:

Position	Deputy		Alderney Representative	
	PROPOSED By this amendment from 1.7.25	EXISTING PAY	PROPOSED by this amendment from 1.7.25	EXISTING PAY
<b>President:</b> Policy & Resources Committee	<b>82,229</b>	84,772	<b>53,927</b>	55,595
<b>Members:</b> Policy & Resources Committee				
<b>Presidents:</b> Committee for Economic Development Committee for Education, Sport & Culture Committee for Employment & Social Security	<b>63,181</b>	65,135	<b>34,879</b>	35,958

Committee for the Environment & Infrastructure Committee for Home Affairs Committee for Housing Committee for Health & Social Care States' Trading Supervisory Board				
<b>Presidents:</b> States Assembly & Constitution Committee Scrutiny Management Committee	<b>56,166</b>	65,135	<b>30,346</b>	35,958
Development & Planning Authority		48,213		
All other deputies	<b>49,151</b>	48,213	-	-
Alderney Representatives with a seat on a principal committee	-	-	<b>25,813</b>	26,611
All other Alderney Representatives	-	-	<b>15,273</b>	15,745
<b>Maximum total remuneration: £2,141,851 (same as existing pay envelope)</b>				

3. To agree that RPIX should be adopted as the mechanism of calculating annual pay increases for all States' Members, Alderney Representatives, and Non-States' Members in place of medial earnings.
4. To agree that the date of the adjustment for RPIX should be aligned with the start of the political term on 1<sup>st</sup> July by using the RPIX figure at the end of the preceding March.
5. To agree that, in the event that proposition 6 is carried, remuneration for the current term should not be adjusted by median earnings in May 2025, as outlined in the current Rules for Payments to States' Members, Non-States' Members and Former States' Members, and the Rules should be updated accordingly.
6. To agree that the pay for Non-States' Members (both voting and non-voting) should remain the same but with an uplift annually by RPIX.
7. To direct the States' Assembly & Constitution Committee (SACC) clearly to define the role of non-voting Non-States' Members ahead of the commencement of the 2025 political term. Any review of pay for these roles should only take place after this has been completed.
8. To agree that the States' Investment Board (SIB) should be removed from the Rules for Payments to States' Members and Former States' Members and be reviewed separately from the other roles covered by the Rules.
9. The remuneration of the States' Investment Board (SIB) should be delegated to the Policy & Resources Committee and the Committee should seek to utilise appropriate knowledge and expertise prior to making any recommendations.
10. To agree that one months basic salary should be provided, upon application, to States' Members who lose their seats at an election or who have to stand down during a political term owing to ill health.

11. To agree that payment should not be available for States' Members who stand down at the end of the political term.
12. To agree that a further review of loss of office payments should be undertaken by an independent panel established by the Policy & Resources Committee once any implications of the one-month payment are known.
13. To agree that a review of States' Members' pay should occur every eight years unless there is a significant change in the machinery of government or the States' Assembly otherwise deems it necessary to trigger a review.
14. To agree that the 15 per cent pay in lieu of pensions included as part of the remuneration should be continued and this should be made clear to States' Members to encourage its use to make personal pension arrangements.

**COMMITTEE FOR THE ENVIRONMENT & INFRASTRUCTURE**  
**THE FUTURE OF THE GUERNSEY DAIRY INDUSTRY**  
P.2025/7

VIII. After consideration of the Policy Letter entitled 'The Future of The Guernsey Dairy Industry', dated 20<sup>th</sup> January 2025, they are of the opinion:

1. To direct the Policy & Resources Committee to transfer, in addition to the existing £1,025,000 Dairy Farm Management Payment budget, an extra £925,000 from the 2025 Government Work Plan allocation to the Committee for the Environment & Infrastructure's 2025 Cash Limit (making a total of £1,950,000), and subsequently to transfer £1,325,000 per annum in addition to the existing £1,025,000 Dairy Farm Management Payment budget (making a total of £2,350,000) from 2026 onwards, and to increase this total amount annually in line with RPIX, and to direct the Committee for the Environment & Infrastructure to allocate the total annual budget to the revised dairy farm support scheme described within Section 8 of this policy letter.
2. To note the work that the Policy & Resources Committee will soon complete to review the Future Dairy Project's Outline Business Case. The review is assessing the optimal solution for mild processing and the likely cost of that solution.
3. To direct the Policy & Resources Committee, in consultation with the States' Trading Supervisory Board and the Committee for the Environment & Infrastructure, to complete investigations into and then recommend to the Assembly the most appropriate, efficient, and cost-effective ownership, funding, management and governance model for the mild processing solution recommended by the review described in Proposition 2.
4. To direct the Committee for the Environment & Infrastructure to undertake a review of the whole dairy industry by the end of 2030. This will include an assessment of the financial support required by the industry after taking account of any new dairy facility which is operational, or which there is a reasonable prospect of being operational, at that time and the subsequent cost efficiencies arising from it.

**POLICY & RESOURCES COMMITTEE**  
Schedule for future States' Business  
P.2025/16

- IX. After consideration of the attached Schedule for Future States' Business, which sets out items for consideration at the Ordinary States Meeting on 5<sup>th</sup> March, they are of the opinion to approve the Schedule, subject to deleting the Schedule and replacing with the Schedule for future States' business attached hereto.

E. GALLIENNE  
HM DEPUTY GREFFIER