

STATES OF JERSEY



WORK PERMIT CHANGES (P.57/2026): AMENDMENT

Lodged au Greffe on 17th March 2026
by Deputy B.B. de S.DV.M. Porée of St. Helier South
Earliest date for debate: 24th March 2026

STATES GREFFE

WORK PERMIT CHANGES (P.57/2026): AMENDMENT

1 PAGE 2 –

Delete the words “undertake any necessary legislative and policy actions required to”.

2 PAGE 2, PARAGRAPH (a) –

Substitute the words “update and strengthen” with the words “commission and publish an independent review of”.

Substitute the words “whilst undertaking a review into the feasibility” with the words “such review to include an assessment of the feasibility, implications, and potential benefits and risks”.

After the words “, such review to be completed and published by June 2027”, insert the words “, with any necessary legislative or policy changes presented to the States Assembly by December 2027”

3 PAGE 2, PARAGRAPH (b) –

Substitute the word “implement” with the words “undertake an examination of”, and after the words “Organization (ILO)) and” substitute the word “ensure” with the words “produce a roadmap for implementation of the principle in the Island by June 2027, ensuring”.

DEPUTY B.B. DE S.V.M. PORÉE OF ST. HELIER SOUTH

Note: After this amendment, the proposition would read as follows –

THE STATES are asked to decide whether they are of opinion –

to request the Minister for Justice and Home Affairs to ~~undertake any necessary legislative and policy actions required to~~ –

- (a) **commission and publish an independent review of** the current work permit policy **such review to include an assessment of the feasibility, implications, and potential benefits and risks** of changing the registration process for work permits so that they are held in the name of an employee (and not the employer), whilst maintaining the existing restrictions on migrant workers regarding work permit category and length of stay, such review to be completed and published by June 2027, **with any necessary legislative or policy changes presented to the States Assembly by December 2027;**
- (b) **undertake an examination of** the Employer Pays Principle (as set out by the International Labour Organization (ILO)) and **produce a roadmap**

for implementation of the principle in the Island by June 2027, ensuring that recruitment fees and related costs for the employment of migrant workers are not collected from the workers themselves, either directly or indirectly.

REPORT

I bring this amendment further to several meetings and discussions with the Minister for Justice and Home Affairs and Government Officers.

Further to those discussions, whilst I sincerely believe that the change to the work permit process needs to be made, I appreciate that there is a need for further work to be undertaken before this can be implemented. This has led me to bring forward the amendment to part (a) and the inclusion of an independent review process.

With regards part (b) whilst I accept that there is additional work to be undertaken I consider that this is something that the Island needs to take forward – that we owe this to those workers who travel to the Island, to not entrap them with debt. Therefore whilst I am comfortable with extending the terms to include an examination of the process, and a production of a roadmap to ensure that this is achieved in a cohesive manner, I sincerely believe that this is a principle the Island should adopt and implement as soon as possible.

I hope that Members will find they are able to support this amendment, and the amended proposition.

Financial and staffing implications

There will be additional costs arising from an independent review. With the time frame suggested, additional funding could be allocated within the Budget (Government Plan) 2027-2030. Without additional information it is not possible to ascertain this amount, however allocation through the Budget would allow for assessment scrutiny by the Assembly.

One option for support of smaller businesses, to assist them with implementation of part (b) would be to extend the terms of the Better Business Support Package to include a short term subsidy.

Children's Rights Impact Assessment

I consider that this amendment has no direct or indirect impact on children and that the duty to have due regard to the UN Convention on the Rights of the Child does not arise. Accordingly, a Children's Rights Impact Assessment is not required under the Children (Convention Rights) (Jersey) Law 2022.

