STATES OF JERSEY

COMMON STRATEGIC POLICY 2026 – 2030 (P.75/2026): AMENDMENT (P.75/2026 AMD.) – COMMENTS

Presented to the States on 5th November 2026
by the Council of Ministers

STATES GREFFE

COMMENTS

Ministers acknowledge the importance of employment protection within a sustainable economy but oppose this amendment, which would commit the Government to taking action to add to existing employment legislation.

Existing employment and discrimination legislation already protects employees in a wide range of situations. Jersey extends the same employment rights to all types of employees, and the great majority of employment rights are available from the first day of employment. These include:

- Statutory minimum wage
- Paid annual leave
- Rest breaks and rest periods
- Written statement of employment
- Itemised payslip
- Extensive parental rights
- Right to request flexible working
- Protection from unlawful wage deductions
- Written reasons for dismissal
- Automatic unfair dismissal
- Parental bereavement leave
- Protection against detriment

There are also protections against unfair dismissal more widely and in respect of redundancy.

Protected characteristics under the Discrimination Law create protection against discrimination on the basis of age, sex, sexual orientation, gender reassignment, pregnancy and maternity, race and disability.

It is not clear what types of further protection the Deputy has in mind, nor what evidence exists of significant gaps in our legislative frameworks.

What is clear from the annual reports of the Employment and Discrimination Tribunal is that claims for breaches of employees' rights frequently stem from employers' failure to comply with the most basic of their obligations under the current law. A lack of compliance can have a significant and damaging impact on employees. Ministers would prefer to prioritise ensuring effective compliance within existing employee rights, rather than introducing additional regulation.

Ministers acknowledge the importance of ensuring that employers and employees have easy access to clear advice on employment and discrimination issues and commit to supporting and extending the wide range of employment training and information services provided through Jersey Advisory and Conciliation Service (JACS).

Ministers will maintain and monitor existing employment protections and ask Members to reject this amendment.