

STATES OF JERSEY



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

BETTER PAY AND WORKING CONDITIONS

**Lodged au Greffe on 19th October 2026
by Deputy L.V. Feltham of St. Helier Central
Earliest date for debate: 10th November 2026**

STATES GREFFE

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

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After the words “report accompanying this Proposition” insert the words –

“, except that, on page 9 of the report, after action 3.3 there should be inserted the following action –

“3.4 Improve employment security and working conditions by strengthening employment protections and access to effective remedies, while supporting sustainable employment””.

DEPUTY L.V. FELTHAM OF ST. HELIER CENTRAL

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

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

in accordance with Article 18(2)(e) of the States of Jersey Law 2005, to approve the statement of the Common Strategic Policy of the Council of Ministers as set out in the report accompanying this Proposition, except that, on page 9 of the report, after action 3.3 there should be inserted the following action –

“3.4 Improve employment security and working conditions by strengthening employment protections and access to effective remedies, while supporting sustainable employment”.

REPORT

Purpose

The purpose of this amendment is to ensure that improving employment security, working conditions and access to employment rights forms part of the Government's economic priorities.

Background

The proposed Common Strategic Policy includes a commitment to continue progressing towards a living wage. This amendment would support that commitment by recognising that the quality of employment also depends on the conditions under which people work and the protections available to them.

The principle underpinning this amendment is that Islanders should be treated fairly at work and should have a practical means of challenging unfair treatment.

The existence of a right in legislation does not, on its own, ensure that a person can exercise that right. Access to advice, the procedures involved and the time available to bring a claim can all affect whether an individual is able to obtain a remedy. These matters should be considered when reviewing the effectiveness of employment protections.

There is also a wider economic interest in maintaining fair employment standards. Employers who meet their responsibilities should be able to compete on a fair basis, and employees should be able to raise legitimate concerns without fear of unfair consequences.

Further, the Assembly should recognise that Jersey operates in a global marketplace for workers. To be a destination of choice for working aged people it is essential that we are well benchmarked when it comes to employment practices and build our reputation as a safe, secure and respectful place to live and work.

The amendment leaves the detailed programme of reform to Ministers. It establishes that employment security and fair treatment should be considered alongside measures intended to support business growth and competitiveness.

Conclusion

This amendment gives the Assembly the opportunity to confirm that economic policy should deliver benefits for working Islanders. It would place a clear commitment to improving working conditions alongside the Government's existing commitment on pay.

Financial and staffing implications

Policy development, consultation and any legislative changes would require officer time. Further costs may arise from measures to improve advice, enforcement or access to remedies. These should be assessed when specific proposals are brought forward, alongside their effects on employees and employers.

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.