



Children, Education and Home Affairs
Scrutiny Panel
Quarterly Hearing
Witness: The Minister for Justice and
Home Affairs

Thursday, 29th January 2026

Panel:

Deputy C.D. Curtis of St. Helier Central (Chair)

Connétable M. Labey of Grouville

Deputy H.M. Miles of St. Brelade

Witnesses:

Deputy M.R. Le Hegarat of St. Helier North - The Minister for Justice and Home Affairs

Ms. K. Briden - Chief Officer, Justice and Home Affairs

Mr. R. Smith - Chief Officer, States of Jersey Police

Mr. P. Brown - Chief Fire Officer, States of Jersey Fire and Rescue Service

Mr. N. Fox - Associate Director for Justice Policy

Ms. R. Small - Head of Service, Customs and Immigration Service

[13:32]

Deputy C.D. Curtis of St. Helier (Chair):

Welcome to this quarterly hearing of the Children, Education and Home Affairs Scrutiny Panel. Today is 29th January. I would like to draw everyone's attention to the following. This hearing will be filmed and streamed live. The recording and transcript will be published afterwards on the States Assembly website. All electronic devices, including mobile phones, should be switched to silent. I am Deputy Catherine Curtis, the Chair of the panel.

Connétable M. Labey of Grouville:

My name is Mark Labey, Connétable of Grouville, Vice-Chair.

Deputy H.M. Miles of St. Brelade:

I am Deputy Helen Miles, panel member.

The Minister for Justice and Home Affairs:

Deputy Mary Le Hegarat, Minister for Justice and Home Affairs.

Chief Officer, Justice and Home Affairs:

Kate Briden, Chief Officer for Justice and Home Affairs.

Associate Director for Justice Policy:

I am Nathan Fox, Associate Director of Justice Policy.

Head of Service, Customs and Immigration Service:

Rhiannon Small, Head of Service, Customs and Immigration.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Paul Brown, Chief Fire Officer.

Chief Officer, States of Jersey Police:

Robin Smith, Chief of Police.

Deputy C.D. Curtis:

Thank you, everyone. We will start with some questions about the States of Jersey Fire and Rescue Service. Minister, the States Assembly will debate updated fire regulations for tall residential buildings, which respond to the Grenfell Tower inquiry phase 1 recommendations. If these regulations are passed, can you describe how the Government and States of Jersey Fire Service will look at any further recommendations from the next phases?

The Minister for Justice and Home Affairs:

Okay. You are quite right that next week we will be debating the tall residential building regulations. Obviously, this has been a big inquiry and there are different phrases in relation to Grenfell Tower. Between 2018 and 2024, Dame Judith Hackitt's review of building regulations and fire safety in the U.K. (United Kingdom), and both phases of Grenfell inquiry produced 154 recommendations. Obviously, some of these cannot directly apply to Jersey. As an example, they are going to be creating a college of fire and rescue. Some that are relevant to Jersey relate to operational fire and

rescue practices, and these are and will always be taken forward through ongoing programmes that will be run by the States of Jersey Fire and Rescue Service. Some will be addressed through the Government's ongoing work in relation to updated technology guidance supporting Jersey's building regulations, and I welcome the fire service's involvement as a key stakeholder in that process. Some building safety-related recommendations have not yet been considered in detail. Because as you can appreciate, when these reports come forward they are extensive usually and it is trying to work out which is the most appropriate that Jersey is actually able to implement. But I think it is important that we look at that review and consider how we respond in the future. What I would like to say in relation to the tall residential buildings law is that the stakeholders and organisations like the Jersey Landlord Association and others have really been supportive of this piece of legislation. So I think that element in itself means that it is the right thing moving forward. There is going to obviously be as well future investment in the fire service, which was provided by an investment case for 2026-29. It is being planned over a 4-year period and basically from a financial point of view it is being phased in, so obviously it is not a one hit type of thing. It needs to be phased in. Quite often as well you need to phase things as opposed to trying to do it all at once, because sometimes that is not actually achievable. To address risks in relation to the non-staff budget, this is specifically for personal protective equipment, P.P.E. Sorry, I have moved forward, I think, from that. I did not know if Paul wanted to add anything to what I have said about the Grenfell thing.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Yes. As the Minister said, these are extensive reports, very, very big. The size of the reports and the origins of some of the failures that were found during the inquiry are such that you have to go very, very far upstream, further upstream than Jersey can go. This is about product safety, product provenance, where building materials are tested, how they get a British Standard kitemark, all of the arrangements around that. They cannot be done in Jersey. What we need to do is be observant and fast followers, if I can put it that way, I think. So what we are focusing on are the things that we can do now and also, as the Minister said, there are many recommendations so we cannot pursue them all now. However, there are 7 recommendations we think are being addressed in these tall residential building regulations, but they are small in number but foundational in nature. They are very fundamental and very, very beneficial. So that is that side of things. I think the other part to it is that inside the Fire and Rescue Service, where there is also an awful lot of ... we are tracking over 200 recommendations at the moment across a range of inquiries and learning. We are proceeding with a whole range of other ones in relation to the Grenfell Tower inquiry as well.

Deputy C.D. Curtis:

Just to get this straight in my mind as well, you mentioned about the 4-year period. So for phase 1, how long are you allowing for this to be put into practice, phase 1, if that is ...?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

The phasing is in relation to the future investment question, yes. The original investment case was phased over 4 years. What Ministers have done, and they have been supportive, is they have essentially allowed us to move forward with the first 2 years of investment and then we can review that as we go into that period. Of course, every time or both times that we have put investment cases forward, and the Minister has endorsed this one and supported this one throughout - and, of course, you will remember the previous occasions - we have deliberately phased them. We understand that any new investment is a challenging thing to do financially and, therefore, we want to make sure that we do it proportionately and appropriately and that we limit the strain, I suppose, on the financial system.

Deputy C.D. Curtis:

Okay. I just wanted to say as well thank you for the panel being able to look around one of the high buildings and see things put in place already, which was very good.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

You are welcome.

Deputy C.D. Curtis:

So also about investment, we note that further funding will be required from the budget in 2027 to address additional inspection and enforcement requirements. So do you know what that might cost, enforcement and inspection?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Not off the top of my ... enforcement and inspection in the Fire and Rescue Service. We have an enforcement programme now where we do compliance checks, audits, enforcement visits. There will be enforcement in relation to the tall residential buildings regulations but no additional resources are being sought to support that. There are about 120-something tall buildings we will ...

Deputy C.D. Curtis:

So that might be necessary, to be able to pay for it?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Our plans and intent at the moment are that we will enforce those regulations in due course and we will do that within the existing risk-based framework, essentially. There will not be very regular enforcement visits at all.

The Connétable of Grouville:

Can I just add a supplementary? Again, I would like to also pass on my thanks to the team for our visit to Le Marais. It was an excellent visit with very knowledgeable individuals. But we also had Andium officers there present, the housing authority, which again they were able to retrofit that building. Are you concerned about any of the privately owned high-rise blocks and how they are going to comply with these regulations?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

As you say, I think Andium has done a very good job, and I echo the Minister's thoughts there. I think in relation to building owners, managers, managing agents, they have all been very supportive and they have engaged with this very well. I think Andium are a very, very good example of that. Indeed, their retrofit of sprinkler systems in their tall buildings was proactive. That was before we even started talking about these regulations.

The Connétable of Grouville:

They were, yes.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

So yes, very good. What I would say is we recognise that managing buildings is something that comes with cost sometimes when there are new things that come along. However, in relation to these tall residential building regulations, we are not bringing forward the power to require someone to implement anything they do not already have. So once they have these basic systems in place, wayfinding and signage and things like that are all very, very inexpensive things to do. But, for example, if a building does not have ...

The Connétable of Grouville:

Dry riser.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

... particular facilities, we are not looking at making someone install that. They should be in there at the design stage and that is, as the Minister said, us being a stakeholder in the Government's work on updating ... it is called Technical Guidance Document 2, and it is the guidance document that underpins and supports people in complying with building regulations as much as they can. It is not to say complying with one means you have complied with the other. That is where we make our big gains, I think, in the future.

Deputy C.D. Curtis:

So at the panel's last budget review we received a submission about concerns for firefighters' exposure to carcinogen risk and P.F.A.S. (per and polyfluoroalkyl substances) chemicals in

firefighting foams. So has any consideration been given to extending health screening for firefighters?

The Minister for Justice and Home Affairs:

You might as well take it, to be honest, yes.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Thank you, Minister. Absolutely. So the Government has extended an invitation to firefighters that were serving during the relevant period for P.F.A.S. screening - I am in that period - and that is welcome. We welcome that and I know the Minister does as well. So that side of things is a good and positive step in relation to P.F.A.S. P.F.A.S. is a separate topic to the carcinogen or carcinogenic nature of the occupation and the exposure circumstances that have been highlighted by the World Health Organisation, but they are both in the same sort of camp, if you like. They are both in the same sphere. The current firefighter health screening programme includes vision, hearing, respiratory, skin surveillance, hand and arm assessments from using heavy machinery and plant and things like that, vibration ...

The Connétable of Grouville:

Yes, white finger.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Yes, all that kind of thing. That happens now and obviously there is a routine annual fitness and strength training testing programme that goes on and all that kind of thing. But you are right, the World Health Organisation has added firefighting to its top classification of exposure to carcinogenic substances. The 2 main cancers that are found are mesothelioma, so asbestos related, and blood cancer. So what comes with that is a lot of correlation but not a lot of causation. So we just need to do an awful lot of work as best practice to do that, and it involves having the right number of sets of P.P.E., making sure that you have the right decontamination processes, making sure you have the right policies and procedures at the fire ground, making sure that you are doing face fit testing properly, recording all of that, and that is what we are doing now. In fact, the University of Central Lancashire very recently produced a report on exactly this topic with more than 80 recommendations. We have those. We are tracking those. That is in addition to the 200-odd recommendations we were already working on. We are progressing relatively rapidly through those, although there is work to do.

The Connétable of Grouville:

Does that extend to the airport fire service?

[13:45]

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Yes, anything ... yes, any occupation where you are exposed to carcinogens. So this is all about the unburnt and burnt products of combustion. There are nasty things in ... years and years ago when you did not have all the modern materials and products that we have in modern life now, less of an issue, not a non-issue but less of an issue. Now, of course, with the plastics and all the other things that we have, all of the isocyanates, very, very complex cocktail, basically.

The Minister for Justice and Home Affairs:

The big thing I think from my perspective was the P.P.E. and the amount of P.P.E. that is required for each officer and, of course, the fact that that P.P.E. is all fitted to that individual. Because sometimes people do not ... I probably would not have thought about it so much, but when you actually look at it, that is the one thing that once you have been to this incident, when you come back you have to remove all of that clothing and get it decontaminated. I think that is the big thing. One of the big things for me was about the P.P.E. and being able to have that so that people are not going to be at risk from the contamination.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Absolutely, Minister. I think the thing is in normal health and safety management you start with eliminating the risk, so do not do the task, do not undertake the activity unless you have to, and you reduce the risk. Firefighting is one of those occupations where you immediately go to the bottom or toward the bottom end of the hierarchy of risk control. So you are immediately relying on your P.P.E. and your procedures and things like that. You are not up there in the elimination. You have to go and do that task.

Deputy C.D. Curtis:

There are no concerns about the P.P.E., it is all as it should be?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Well, we have had challenges historically but those historic challenges I think we are turning that corner. We have secured investment from the Government. We are moving on with that. It is about making sure that we have the right amount of P.P.E., of course, because if you are going to take the P.P.E. away and decontaminate it properly, which we do, you need someone to have a second set of P.P.E., otherwise they cannot do their job anymore. That P.P.E. needs to fit them properly. It cannot have pinch points, you get burned, it cannot ... all of those other things. It has to be the right thing.

Deputy C.D. Curtis:

Minister, can you confirm what the status is for any development of the Fire and Rescue Service headquarters in its current location?

The Minister for Justice and Home Affairs:

Right. The replacement of the fire headquarters facility is now being considered within the Investing in Jersey programme in the specific phase for refurbishing and developing public buildings, which takes place between 2026 and 2040. One thing that is important to note is that Her Majesty's Fire Service Inspectorate highlighted the need for a new and what we would now call fit for purpose facility in 1984, which was almost 42 years ago. It is not obviously the fault of any particular Government but it is a good example of how long development timescales can mean. Shifting priorities leave projects left behind, basically, so I am pleased to say that the approach of Investing in Jersey and looking forward in addressing this issue hopefully will assist. Obviously, one consequence of replanning and reprioritising to such an extent means that facilities become more and more needing of maintenance. Of course, where the fire service is I do not need to tell any of you. The building is a very old building and it has now been handed over to Jersey Property Holdings to maintain. Obviously, they have high demand and limited resources as well. It is not their fault that the fire service is in what they are in. It is inherent in what has been going on over a number of years. Significantly, there are obviously roof leaks, so every time we have a storm there are roof leaks. That means that we need to ensure that the budgets are in place for the maintenance of those premises to ensure safety of the fire service, because we only have one. I do not know if you want to add anything to that, Paul.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

No, that is it. I would echo the Minister's point there. It is nothing that Jersey Property Holdings have done or could do about this. They have been very good to us since taking on the landlord responsibilities. They have been proactive. They have heard us and have been responsive. But it is cramped. It is old. It does leak. It is extremely inefficient and, of course, is just the natural change in standards. So, for example, we now talk about decontamination and that means you have to have clean zones and dirty zones and things like that. Our building does not lend itself to that. So it is inherently unable to keep pace and, as I say, I echo exactly what the Minister has just said there. I think the Investing in Jersey programme presents an opportunity because, as described, if it is done in too short-term thinking then things can get lost. So I think this Investing in Jersey programme gives an opportunity to either be decisive and decisive across political cycles or if we cannot be decisive - and sometimes there are reasons why we cannot do that as quickly as we want to - we build in a recognition that the longer you keep an asset the more money you need to put into the maintenance of that asset.

The Connétable of Grouville:

Do you mind if I ask a supplementary about the headquarters?

Deputy C.D. Curtis:

Go on.

The Connétable of Grouville:

We went on more than one visit. One of the things that concerned me was some of the modern tenders, some of the modern units cannot get out the door at the front and they have to reverse all the way around the building. Is that still the case?

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Yes, that will be the case for as long as we are there. It is not a drive-through building. It gets lower in the middle than it does at the front and the back. With things like the aerial ladder platform, which is a very large vehicle ... so yes, we have to modify. We have to modify all of the fire engines that we buy anyway in order for them to fit inside the appliance bay doors. It is a grade III listed building, I think, and so the lintels, the bressummers, you cannot change the height of those. So you have to make the fire engine a bit smaller.

The Minister for Justice and Home Affairs:

I think that is what happens with all old buildings in relation to when you need to put equipment in them.

Chief Fire Officer, States of Jersey Fire and Rescue Service:

Yes. Kit gets bigger. It is like car parks. Vehicles get bigger, car parks do not.

Deputy H.M. Miles:

I have some questions about the legislation that has been lodged that is going to be debated next month about the Violence Against Women and Girls legislation. So since the publication of the taskforce report, can you briefly describe the work and the process that has been undertaken to develop each of the 5 pieces of legislation which has just been lodged?

The Minister for Justice and Home Affairs:

Yes, of course. The technically facilitated abuse was one of the recommendations, emergency barring orders. Ensure protections against misuse of emergency barring orders is incorporated in its design. Introduce an offence of non-fatal strangulation and introduce an offence of stalking. So in relation to the Draft Sexual Offences (Jersey) Amendment Law, this law improves the ability of the criminal justice system to respond to different forms of intimate image abuse and strengthens

the existing Article 15 offence of sexual grooming of a child. In particular, this law widens the existing Article 15 sexual offence, grooming of a child. It creates 7 new intimate image abuse offences relating to the possession and creation of images, sharing of images, threatening to share images and cyber-flashing. These new offences capture forms of intimate image abuse that make use of deep-fake images as well as inauthentic images, strengthens the existing Article 36 voyeurism offence by removing the need to prove specific motivations, and strengthens provisions relating to indecent photographs of children under Article 2A of the Protection of Children Law 1994 by bringing our legislation into alignment with the U.K. You ask about the development of them and as we go through the particular legislation ... I do not know if Nathan wants to add anything to that because obviously he has been in the forefront of the legislation and the drafting and everything else.

Deputy H.M. Miles:

I think we are particularly interested in any of the challenges that you have had and also in particular whether you have done any further consultation. Because obviously the V.A.W.G. (Violence Against Women and Girls) Taskforce report was a big consultation. I just wondered if there was any more consultation that had been done.

Associate Director for Justice Policy:

The V.A.W.G. Taskforce report gave us some fairly specific things to do in terms of recommendations to meet about new legislation. As far as I can tell, that emerged from more or less a gap analysis between what do most jurisdictions have in terms of protection and what does Jersey have. There were gaps and I think that just reflects how cycles of work in areas go through. Obviously we have done a lot of work on children's rights and crimes against children, so some of the other criminal justice stuff had not been looked at for a while. So taking that as a starting point and taking legislation from the U.K. and also Australia, New Zealand and European jurisdictions as a base of how you might do these things, we effectively worked up a set of instructions to bring us into international compliance levels with other jurisdictions. The drafts of those were available earlier this year and there has been extensive internal consultation mostly focused on questions about can this work. Does what we have done here work in Jersey? Because if you simply take verbatim what other people do, you find very quickly it crashes into your system and things just do not work like that and cannot be processed. So you are looking for the outcome to be the same even though under the hood the structure might vary quite considerably in some places, especially around court operations and especially around charging, as you will know. We operate differently. The timeline of a 2-year cycle with one year of drafting and 6 months' availability of the draft laws has not allowed us to go for the full public consultation that we would normally do. The justification for that is that that actually, the analysis of the principles and the analysis of the harm and the need, was done by the V.A.W.G. Taskforce. So we are effectively meeting the objectives to which the Government has already agreed.

Deputy H.M. Miles:

Okay, thank you. In the financial and staffing implications section of each of the pieces that you have lodged, you reference the significant pressure that is already placed on the criminal justice system. So can you tell us how your departments are preparing to incorporate the additional costs that are going to be brought about by the implementation of this legislation?

The Minister for Justice and Home Affairs:

Right. Obviously within all of this we are putting together an investment plan in relation to the resources that are going to be required because obviously it is not only the police, it is going to be the L.O.D. (Law Officers' Department) and all of the support services. That work is still going on, so we are not quite at that stage yet. It has to be identified that if you are going to bring in new legislation, particularly in relation to this type of legislation, and the fact that people are going to be more confident to report offences, you are going to have to provide the resources to do it. Because if you do not, then what is going to happen is that you are going to be stepping back and you are going to end up with legislation that is not actually being used and your court cases will not be getting to court. Because it is going to mean that there is going to be more complaints and we need to ensure that those individuals are taken through the process effectively, that all of that is then into the L.O.D., obviously getting them involved early doors, but also ensuring that the protective services that are looking after the victims through the whole process will be required. We have obviously done the criminal justice review in relation to the courts and the processes and that is due out 11th February. The thing is that that will also indicate to us I think maybe where there is ... there is going to be obviously some recommendations in relation to that. So I think that as well, as with all the new legislation, we are going to have to look at this as a generic whole and see where we are going to have to put extra resources in.

Deputy H.M. Miles:

So that will be going into the budget for 2027?

The Minister for Justice and Home Affairs:

Yes, it will have to. So I think ...

Deputy H.M. Miles:

Have you got any idea of a ballpark figure of what this might cost?

Chief Officer, Justice and Home Affairs:

We have put some costs in the proposition as you have seen, which is based on the police's analysis of how many more crimes there would be and then costs for the prison. What we are hoping to do

before you debate it is to put more meat on the bones around what the actual costs for the police will be as a result of that - obviously Robin can talk about this later, I am sure - in terms of police officers, staff and facilities. Digital forensics will come up, definitely. We are also, as the Minister said, seeking to draw in ... one of the other V.A.W.G. recommendations was a review of the Jersey domestic abuse service and what resourcing it needs. We are seeking to particularise the costs that they need. We have the narrative but we need the pounds and pence. Also, there is a link between them and therapeutic counselling services that we are just trying to get Health to draw out and particularise. So we are hoping ... obviously we got to a point where we had to lodge the legislation, but we continue to work on the costings. So we are hoping to have a slightly richer picture for you when you debate it. Of course, the key thing is it is landing into a system that is already seeing increased demand, and the right thing to do is to do this legislation but it does have a consequence. The Criminal Justice Working Group meets tomorrow, coincidentally, and we will be seeking to draw out from L.O.D., Courts and Probation "what does it look like for you?" so we can get to a total ballpark figure. The intention then is that because the suite of legislation, assuming it all does, has gone through the States, that in the budget process for next year is then regarded as a States decision. So really that is the first thing that Ministers consider when they build a budget: States decision, must do that, and then move on to what the other priorities are. So the richer we can make that picture now, the better able Ministers will be to consider it for the next stage of their process. We will still have to have business justification cases outlining exactly what we will do with that money and how we can show the benefit of it, but it gives us a head start in the budget process. Strategic finance is very supportive of that approach.

Deputy H.M. Miles:

That is really helpful. Thank you.

The Minister for Justice and Home Affairs:

Sorry, can I just say as well we will also need to look at the prison, without a doubt, because that is ... with the level of sentences, the prison will need to be looked at as well.

Chief Officer, Justice and Home Affairs:

Yes.

Deputy H.M. Miles:

Just in terms of the Draft Crime (Strangulation) (Jersey) Law, originally it was suggested that it could go into the Domestic Abuse Law. Can you just tell us something about the rationale of bringing it as a standalone offence?

[14:00]

The Minister for Justice and Home Affairs:

Existing incidences can be charged now as common assault or grave and criminal assault. The purpose for introducing a specific offence of strangulation is basically to provide a statutory basis for strangulation as distinct from the customary offences of assault, allowing us to create a higher penalty which is more appropriate and reflects more the severity of it.

Deputy H.M. Miles:

Is that why you had to do it as a standalone and not put it in the Domestic Abuse Law, then?

The Minister for Justice and Home Affairs:

I think it was ...

Deputy H.M. Miles:

Taking it away from common into statutory but ...?

Associate Director for Justice Policy:

I suspect ... so I think the concept of it being in the Domestic Abuse Law comes from the fact that the U.K. used a domestic abuse law piece of legislation to bring it in. I think they used the Domestic Abuse Act to put it in somewhere else. So it appears in there but I think what it actually does is it ... yes, so in the U.K. it appears in the Domestic Abuse Act, but what it does is it amends it into the Serious Crime Act 2015. So in the U.K. it does not sit in domestic abuse. Now, in Jersey, without an Offences Against the Person Act or without legislative grounding for the various assaults, it was just simpler in operational terms to bring it in.

Deputy H.M. Miles:

To do standalone, okay. Are there any operational preparations that need to be made before that particular piece of legislation comes in?

The Minister for Justice and Home Affairs:

From ...?

Associate Director for Justice Policy:

Well, in policing probably ... well, we do not believe so because that opens a discussion. I do not have the exact details because it is being managed on the Health side, but there does need to be, as I understand it, a clearly defined medical pathway for assessing the evidential arrangements for it if someone has been strangled.

Deputy H.M. Miles:

So will that be brought in by order then once those preparations have been made?

Associate Director for Justice Policy:

I am not sure it is legislative. I think it might be something that they need to arrange so they can start receiving, but that is the rationale in the case of these laws for bringing them in by Ministerial Order so the operational arrangements are made in the law.

Deputy H.M. Miles:

Okay. Thank you. If we look at the Draft Harassment and Stalking Law, that is going to introduce new offences of harassment, aggravated harassment, stalking and aggravated stalking. What impacts is that expected to have? How important is the introduction of those offences really to Jersey?

The Minister for Justice and Home Affairs:

The thing is I think at the moment we have probably a gap, I would suggest, in relation to this particular type of offence. From my perspective, there is a gap at the moment, so there is different offences. Of course, quite often people get confused about what is harassment and what is stalking and the differences between each. I think it is quite important that we have specific legislation for it because I think in the past it is not something that has been particularly well prosecuted. I do not know if Robin has got more to say on that but it is not really something we have been very successful at.

Chief Officer, States of Jersey Police:

As it has already been alluded to, we have probably looked to shoehorn other legislation, which is out of date, for, if you like, modern society. The question you posed a few moments ago, the impact of that is what is the difference between harassment and stalking? The most important people to know that are the cops, right, because they are the ones that say there is an element of training. You will know that under the leadership of Alison Fossey we have had Operation Soteria that has come across from the U.K., so there has been already an enormous amount of training. That has to continue and, of course, that has its own cost as well. That and a number of the other bits of legislation that is proposed, as you again have already alluded to, that means not just more demand in terms of more crime being reported to us. It is important to note that in the broader scheme of things, not just around harassment and stalking but rape and serious sex offences, I have said to this panel before the increases that we have had of V.A.W.G.-related crime up 27 per cent over the last 3 years. It will interest the panel to know that I have not already mentioned it before but for rape and serious sex offences 40 per cent of that increase is historic, so that means over a year old. First of all, that makes it harder for us to investigate because it is not as relevant, our witnesses, memory

fades, et cetera, et cetera, the physical evidence is unlikely to be available. All of that needs to be put into the mix. The final element, which is not jumping across to wherever else the panel wishes to explore, of course, it is not just people, it is technical equipment. Because most of the evidence we find on stalking and harassment will probably be on someone's phone.

Deputy H.M. Miles:

Given all that and what needs to be put in place operationally, what is the anticipated timeline then for bringing these laws into force?

Chief Officer, States of Jersey Police:

The work is under way at the request of the Minister, again led by Alison Fossey, to look at the impact and our analysts have looked at what, potentially, is in terms of increased crime, et cetera. My expectation is that we will probably have something before the Minister maybe in the next month or so, which will be indicative figures. But of course if we put before the Minister and, ultimately, as the Assembly that, say, for argument's sake the police need X number of police officers, of course I will not be able to start doing that until the beginning of next year. There is going to be quite a lag ...

Deputy H.M. Miles:

Subject to budget approval.

Chief Officer, States of Jersey Police:

Subject to budget approval. Even if on 1st January, for argument's sake: "Chief Officer, you have now got X amount of pounds to recruit and resource", as the panel knows, that will take a number of months and those skills if I look for transferees, which I would - as you know, much, much rather use the staff that we have currently got and help to develop them - those skills are hard to find, even in England and Wales because of the demands that we are currently seeing. If we got all of those things - and I appreciate there is a number of ifs in the answer I am giving - we will be well into next year before we are able to probably see the difference in terms of staffing, assuming that we get money.

Deputy H.M. Miles:

Okay. But I think what I am trying to get at is will you, Minister, be waiting until the police are absolutely ready to go before you make the order to introduce this law or will you introduce the law and ...

The Minister for Justice and Home Affairs:

Quite frankly, I would introduce the law because in relation to some of these offences you have already got strangulation of people. This is just a separate offence.

Deputy H.M. Miles:

But this is the stalking one, yes.

The Minister for Justice and Home Affairs:

Yes, sorry, the stalking one, sorry. From my perspective, you would introduce the law because if you do not you could end up in a situation where you have created law ... for me, this is my view, it might not be necessarily others' views. If you introduce law you should not be sitting on the law and waiting because that might never come. For me, you have to take almost a leap of faith and say: "We are going to introduce this law and we are going to start dealing with these offences." Obviously the training aspect of it is something maybe different. But I would be uncomfortable to sit on a piece of legislation and say: "I am going to wait until we have got everything in place", if that makes sense.

Chief Officer, States of Jersey Police:

Sorry to interrupt, I would strongly, strongly support that. This is one of the few times in my experience where I am being invited by a Government to say: "What do you think the impact of this legislation is?" I think in 3 or 4 jurisdictions I have never had that invitation before, which I welcome. But I strongly support the Minister, yes, bring the legislation.

Deputy H.M. Miles:

Given that the Assembly pass these laws in a couple of weeks, the public can expect that they will be in force pretty quickly.

Associate Director for Justice Policy:

There is another factor as well. When you bring in the Stalking and Harassment Law you bring in stalking protection orders. They are operated in the first instance by the Magistrates Court and on appeal by the Royal Court. Courts in Jersey have never been asked to make reconviction orders like this before. Frankly, they have all been extremely helpful and reasonable about the fact that we are going to introduce new operational means to them. I do not currently have a timeline for their development of the necessary Criminal Procedure Rules and Rules of Court. The Practice Directions I think is the Magistrates Court, to get them ready to go. Our courts are particularly constrained. For instance, in the Magistrates Court in the U.K. you can shut down one in 5 for training but, of course, here because you have one of everything you have scheduling issues and other issues, and our courts are extremely busy at the moment. I have not prepared with a conversation with them to give any timeline on their operation of that. But we have to remember that that is also a factor in terms of ...

Deputy H.M. Miles:

Yes. We need the Criminal Procedure Rules as well. Okay, but from a Home Affairs perspective it is all systems go. Thank you. Will the same then apply to the emergency barring orders which are going to be introduced as a result of the changes to the Domestic Abuse Law?

Associate Director for Justice Policy:

They are in the same situation in respect of the courts needing to prepare for it.

Deputy H.M. Miles:

It is not the same. Okay, so we will be waiting for the court for that. The accompanying report said that you were expecting about 20 emergency barring orders to be issued each year and it says each one will be time-consuming and complex. I do not know whether it is a question for you, Minister, or the police but how will the police incorporate that sort of work within existing resources?

Chief Officer, States of Jersey Police:

Whenever I hear a sentence that says time-consuming and complex, throughout my service everything seems to have got more and more complicated, even though we have got more and more information and more and more technology. I honestly do not think I know the answer to that question, other than that is part of the assessment that we are going to have to look at, is of those 20 or whatever, how many it is, who is doing the work for that? I suspect it will be the police, supported by Law Officers, I suspect.

Deputy H.M. Miles:

Okay, thank you.

The Minister for Justice and Home Affairs:

That is why it is essential that with all of this that we do start asking for funding for everybody.

Deputy H.M. Miles:

Yes, I understand that. In regards to all the proposed new legislation, have you got an education/communication plan for the public so that the public are aware of the new legislation and how it might apply to them?

The Minister for Justice and Home Affairs:

There will, yes.

Chief Officer, Justice and Home Affairs:

Yes. The Head of Communications for Justice and Home Affairs has been working closely with the policy team and also with the Building a Safer Community co-ordinator on this because it will be really important that we land it. They have not got a drawn-up plan yet but they are doing it in parallel with the legislation going through the States.

Deputy H.M. Miles:

Is there going to be work specifically aimed at young people for this?

Chief Officer, Justice and Home Affairs:

I think they have considered that but I would need to check to be sure and obviously it is a good steer to include it.

Deputy H.M. Miles:

I think they are just that particularly vulnerable group, are they not? Particularly about the sending of unsolicited images and possession of ...

Chief Officer, Justice and Home Affairs:

Yes, yes, yes.

Deputy H.M. Miles:

Do not want to use the word but, yes, so that is ...

Chief Officer, Justice and Home Affairs:

Can I just come in very briefly on training?

Deputy H.M. Miles:

Yes.

Chief Officer, Justice and Home Affairs:

The Criminal Justice Working Group, as you know, has a training subgroup that is now being chaired by the Building a Safer Community co-ordinator. It meets next week and the first task for this reframed group is to build a training needs analysis and a proper survey, essentially, or a proper clear picture of what training is going on in this space across all the different organisations already.

Deputy H.M. Miles:

Across the system.

Chief Officer, Justice and Home Affairs:

I know it has been done before some years ago but it still needs refreshing. That will provide some of the foundational basis for some of the stuff that Nathan has been talking about. Because what we want ideally is training products delivered across the system so it is consistent and that ...

Deputy H.M. Miles:

The third sector as well presumably.

Chief Officer, Justice and Home Affairs:

Exactly, exactly, and that there is no duplication and that that can then be very carefully co-ordinated so that the most urgent and high-impact things can be trained first and that will then dovetail with the Minister's approach to introducing the legislation, so hopefully that really helps.

Deputy H.M. Miles:

Thank you. Thank you; that has been really helpful. Thank you.

The Connétable of Grouville:

My questioning relates to the police budget. As you know, we have been fairly consistent in our concerns over this budget. Minister, the panel learned last year that you would provide the States of Jersey Police with a letter of comfort in relation to the police and their budget. Can you confirm if this has been delivered to date?

The Minister for Justice and Home Affairs:

Yes, I can confirm that the letter of comfort has been delivered. I cannot even find out where it is but, yes, I have had a letter of comfort in relation to the recruitment of the ... where has it gone? I can never remember the words. It is up to £300,000 for employing the 10 new recruits and then obviously it is based on that people will go throughout the year. That means that we recruited them now, so we will lose some throughout the year.

The Connétable of Grouville:

Sure.

The Minister for Justice and Home Affairs:

Obviously this is why it is important for us to get numbers for the increases in relation to the legislation. Because this should have always happened when new legislation was brought in. However, for the last, I do not know, 5, 10 years it has all slid down the slope and that has not happened. We have introduced new legislation without taking into account who is going to be delivering it, so that is why we are where we are in relation to recruits.

The Connétable of Grouville:

The next question relates directly to that in what is the expectation, if any, of additional funding that would be required for the States of Jersey Police budget in 2027 and onwards?

The Minister for Justice and Home Affairs:

In my view, my personal view is that in relation to the States of Jersey Police and all of the other agencies in relation to the delivery of this legislation, obviously there is the Violence Against Women and Girls but there is already some financial implications that have been in relation to the Fire Service. Some of that, there will be more funding needing to come down the track in relation to completing all of that as well. I think the thing is that coming into the next Government they will need to be aware that there is a price tag on all of these things.

[14:15]

That is exactly why I have been pushing the States of Jersey Police and others to work out how many staff and the cost of those because we need to fund it. Yes, in my view there will need to be more funding. It is not only the police, it is all agencies that are going to be involved in the legislation that we bring forward.

The Connétable of Grouville:

Thank you, Minister. What is the current status of the Community Policing Team?

The Minister for Justice and Home Affairs:

I will ask him over there to answer that question.

Chief Officer, States of Jersey Police:

Just building on the last question from the Minister or saying that the panel will be delighted to know that we have now sworn in those 10 officers. They were on the steps here just a few weeks ago. The Bailiff generously swore them in and now they are being trained at police headquarters for the first time in 10 years or so, all exclusively in Jersey, not going to the U.K., not travelling, not being away from their families, 10. I am very grateful to the Minister, Government, et cetera, to allow us to be able to do that. First time we have been able to recruit that are not transferees or people from in the Island first time in 2 years, so I am delighted about that. I am also equally delighted about where we are with our Community Policing Team. As we referred to previously, it had been absolutely necessary to move resource to where there is the greatest demand. We have heard a lot about violence against women and girls. Of course, you will know that that is not the only crimes that occur in the Island; it is just the one that gets currently talked about a lot. There is a lot of other crime in the Island that needs investigation, so we move resource. That we explained to the panel

and to the Minister and to the Police Authority some time ago now, just before Christmas. As a result of the £240,000 in your proposition, it has meant that we have been able to reverse the 3 that we moved to Violence Against Women and Girls. In a letter that we have sent to all the Constables, members of the panel, Chair of the Police Authority and the Minister, that we have been able to bring ... we are interviewing, I think, tomorrow for one more; that will take us to 8 in our Community Policing Team, which is we have now combined with our Offender Management Unit, which I am absolutely delighted about. The £240,000 or so does not cover off 3 police officers and the D.F.U. (Digital Forensics Unit), as we have explained; it pays for 2. We will have the 2, that is to 8, and it is my aspiration, although I cannot commit at this stage of course very early into the financial year, is to get back to the 9. But I am delighted to say we have the 8. We have explained each of the dedicated parishes that they are going to. There has been very little change, as you will know.

The Connétable of Grouville:

Agreed, agreed, yes.

Chief Officer, States of Jersey Police:

That is the reason why we sent the letter to you also, you got updated and I am very grateful to everyone's support that we have been able to do that.

The Connétable of Grouville:

We are very grateful for the continuity that we have had with the community police officers. The panel recognises - you have just mentioned it, Chief Officer - digital forensics as a major challenge for policing. Minister, what impact do you foresee this having on the future of policing and what implications might this have for Government policy?

The Minister for Justice and Home Affairs:

I think the thing is in relation to digital that is another area that is going to have to be invested in because, as we have already talked about, it is about capacity within the system. Of course, we have been able to get some money from the C.O.C.F. (Criminal Offences Confiscation Fund) in relation to the infrastructure but it is about the capacity to be able to keep all of that data. I think the thing is it is almost like what we should be doing is saying, right, year on year there is an increase of this amount and that should automatically go into a budget year on year. Because everything is going digital and so that for me is important, your infrastructure. But it is not only about the infrastructure, it is about the people as well. I think the thing is that you have to accept as well that something digital, what you pay for here means you might save more over here if it is digital and not human, if that makes sense. I do not know if you want to add anything to that.

Chief Officer, States of Jersey Police:

The Minister is right, this is the growth area. Particularly the more that we look at additional legislation, most of those crimes will be investigated using one of these things. I understand all investigations, around 90 per cent of our investigations, involve one of these, so fingerprints and D.N.A. (deoxyribonucleic acid) and all the rest of it. But of course that technology moves on quickly and they tell me now that a new iPhone is 2 terabytes. I do not know the difference between a terabyte and a dog bite; it is a lot. We quickly run out of storage space as well, particularly with significant investigations, the major incidents that you will have seen. States of Jersey is no different to Guernsey, the Isle of Man and U.K. forces in trying to catch up with this. We absolutely eat up storage space and so we do need to have a better solution to how we deal with it. One example, over the last year or so we have seen a 47 per cent increase in the amount of digital devices we have for V.A.W.G.-related offences. We now have a record high of nearly 1,000 devices. I understand there is one force in the south of England that now has an 18-month backlog in examining digital devices. The Minister is absolutely right, this is a place for us to invest. The reason why is it gets speedier justice, it will deliver more guilty pleas because the evidence can be so compelling. I think down the track it would represent good value for money. But it is costly, software changes, people become more devious, police have to catch up with that or get in front of that. The final point is we have had really good support from the Criminal Offences Confiscation Fund, which the Minister has already mentioned. We have also been allowed to move some money from our major incident fund to support the storage requirements for the major incidents. We have had a lot of support. I regret to say that we need a longer-term plan, as the Minister has already referenced, in how we deal with this into the future, but in the short term we have had good support.

The Connétable of Grouville:

The Draft Sexual Offences Amendment Law is going to be pouring in even more issues for you and the intimate image abuses, would you say?

Chief Officer, States of Jersey Police:

Every time, every time, because they will all be digital and then you need to be able to get into the phones if people are choosing to lock their phones, which there are pretty significant offences if you do not allow us into those phones, which we will be relentless and ruthless about if people do not give us their P.I.N.s (personal identification numbers). Ordinarily they do and when they do not, of course, there is other technology we might have to use.

The Connétable of Grouville:

Thank you very much indeed. The Government accepted a panel amendment to the last budget to increase the head of expenditure for the police by £240,000. Can you confirm how that will be used in this current year?

Chief Officer, States of Jersey Police:

Yes. The vast majority has gone to support the 2 additional community police officers and then the remainder, around about £47,000 before, there has been a slight cap on that £240,000 of £15,000, the remainder goes into our Digital Forensics Unit. Just as we have previously explained to the panel, as the Minister explained, the majority goes into what was requested. We shore up and back up our Community Policing Team because that is so important and the rest is where we have got the other pressure, digital forensics.

The Connétable of Grouville:

Thank you. The other thing that we learnt last year, Chief Officer, is the trialling of the Kulpa app for evidence collection. Can you confirm if cases successfully have been taken to trial using evidence from this app?

Chief Officer, States of Jersey Police:

We have had a number of cases that have gone to Parish Hall Inquiry, if we want to call that a trial. I will give you some very basic stats. From 10th September when it first came in, 12 months' trial as we have previously explained before, thus far we have had 192 submissions that has resulted in crime files being created, 68 submissions of a recorded outcome. In other words, we have not just recorded, there is an outcome in terms of it could be Parish Hall, et cetera. There are 17 cases for motoring offences. The reason we put that in is it is not just about violence against women and girls, it can be used for anything. The very latest figures, which we got, that was up to the end of the year, the very latest figures now are 235 submissions, 1,678 pieces of information or evidence shared thus far. Again, we are still early days. D.C.I. (Detective Chief Inspector) Mark Hafey is just doing the first review to it and measure its effectiveness. I will happily come back to the next panel meeting with the outcome of that first review.

The Connétable of Grouville:

Minister, regarding any changes to gun licensing laws, can you clarify what work, if any, has started in this term for the next Government to pick up on?

The Minister for Justice and Home Affairs:

Right. You will be aware - and we have previously discussed it - that in relation to the actual updating of the Firearms Law, there was no capacity to be able to move forward with that piece of legislation due to the other legislation in relation to violence against women and girls. What I have done in the interim time because I wanted to be able to try and move things a little bit forward, I approached the Comité des Connétables in order to see if we could make some changes in relation to the law to make the positions slightly better from the point of view of ammunition at home. I think the Constables have also bought into the fact of restricting the amount of firearms people have on their

wish lists. They are also not allowing people necessarily to have any ammunition at all and if they do only small quantities. It is not as far as I would have liked to have been. I would have liked to have been able to have a review of the firearms legislation. But of course in order to have done that there needs to be a consultation with all of the stakeholders and then the law to then be looked at and review it and update it. I am not where I would have liked to have been at this particular juncture but, as I said because of the other commitments, I have done as much as I could, if you like.

The Connétable of Grouville:

Yes, thank you. My next question related to consultation but you have already intimated that that is ...

The Minister for Justice and Home Affairs:

Yes.

The Connétable of Grouville:

I can safely say without fear of contradiction that probably the most prevalent phone call that we get at the Parish Hall and emails that I get as a Connétable relate to speeding offences and speeding within our parishes. We are still getting the notes of rally engines throughout the night. Please, can you provide an update on the new mobile speed camera?

Chief Officer, States of Jersey Police:

As I, Constable, am regularly corrected, I am told it is not a speed camera, it is a safety camera. I get corrected, believe me. As you will have seen, the equipment arrived at the back end of last year. It is a very sophisticated bit of kit. It is not just a handheld camera that you will see officers across the Island using. We have had a number of officers both here and going over to the U.K. for training because it takes a good deal of setting up. That training is now complete. I am pleased to say that next week - and I note that there are a number of people that I hope are listening to this and the media - we will be deploying the mobile safety camera to a number of venues that will remain secret. I say that in a slightly flippant way because, ultimately, what we want to do is prevent and that we have a culture where we do not want to speed. It is about I do not speed because I do not want to get caught. I do not speed because it is the safe thing to do. Yes, the camera will be being deployed quite extensively over the next month or so and, again, I will come back with the stats and facts. You will recall, though, that I said that we were going to calibrate quite high. We will be looking for people who are excessively speeding because we have other equipment that can easily accommodate those other things. But as of next month I will come back and update the panel.

The Connétable of Grouville:

That is marvellous, thank you. Thank you very much indeed. From the pitch of those rally engines we all know how fast they are going and it would be very good to get some action on that.

Chief Officer, States of Jersey Police:

Let me reassure you, this bit of kit will tell you how fast they are going.

The Connétable of Grouville:

Thank you very much.

Deputy C.D. Curtis:

I have some questions now on work permits and enforcement activity. During this term there have been some updates to the work permit policy published by the Jersey Customs and Immigration Service. How has the Government been reviewing the impact of any changes made?

Head of Service, Customs and Immigration Service:

Yes, I can do. Yes, as you rightly say, we have made significant changes throughout the last term, which I am pleased to confirm.

[14:30]

Impact wise, again, I think the Chief of Police has already touched on it today. We are a finite service. We have to put our resource where our demand is. We are very conscious that immigration issues are something that we really need to focus on. We are looking at compliance. We have tightened up on work permit policy. We have made sure that the criteria within the work permit policy is very clear about what workers who are coming to Jersey need, as in contract wise, hours of work, going rate of pay. We are doing regular engagement. We are doing engagement with employers to make sure that they understand those criteria and understand the ongoing nature of those criteria. We are working very closely with the International Culture Centre and we ask for people who have got information to come forward to us so we can act on it.

Deputy C.D. Curtis:

Okay. You must see trends ... well, this bit is about the demands. Can you outline the 2025 demands trends from different sectors?

Head of Service, Customs and Immigration Service:

Yes. Obviously for work permits they are split between temporary route and the skilled route. Skilled obviously leads to residency and temporary does not. In 2025 we have issued 2,433 temporary and 842 skilled and that makes a total of 3,275. We do not keep data on the different sectors under the

skilled work permit but we do under temporary and the temporary is made up of 4 different sectors: agriculture and horticulture, and that was 484 permits in 2025; construction 186; aquaculture and fishing 4; and hospitality 1,758.

Deputy C.D. Curtis:

Do you think it would be good to have data on the skilled work permits, on the trends and so on?

Head of Service, Customs and Immigration Service:

I think any data is good, provided it is robust and accurate. I would welcome data but obviously we would have to review our own systems and how we could record that data.

Deputy C.D. Curtis:

Okay. Can you describe how Jersey Customs and Immigration Service has approached enforcement? I know you have said that they have got the engagement with employers but actual enforcement when you hear about things not being done properly.

Head of Service, Customs and Immigration Service:

When we get information in, as we do for any type of criminality, we will then act upon that information by validating it, assessing it and assessing if it is credible. We do the same on the immigration side as we do on the customs side. Again, any information we get we will act upon. Again the enforcement and the compliance at the moment is focused very much on engagement and so specifically engagement with employers. We have had instances where we know that the employers have been using bad practice and we have sanctioned them. We have said that they cannot get any more work permits. At the moment it is the balance between education and compliance and sanctioning people who are doing the wrong thing.

Deputy C.D. Curtis:

Okay. Those sanctions, would that just be for a limited time or ...

Head of Service, Customs and Immigration Service:

We do it on a case-by-case basis. We find, especially with immigration, that each case is so different that we have a framework we work under but we have to look at the circumstances of each case.

Deputy C.D. Curtis:

Those areas of non-compliance, are they in particular sectors of the economy generally?

Head of Service, Customs and Immigration Service:

I would have to go back and look at the data. We get information on all sorts of non-compliance issues across the board. But I would have to go back and look at the data if you would want a breakdown, which I can give you.

Deputy C.D. Curtis:

Yes, that would be really good, thank you. Have there been any other common areas of non-compliance, like working outside permit conditions or things like that?

Head of Service, Customs and Immigration Service:

Again, I would have to go and look at the data. The criteria we have in the work permits that are quite strict are the hours of work and the going rate. Then obviously another criteria under work permit policy is suitable accommodation. But I would have to go back and look at the data to give you accurate figures on those.

Deputy C.D. Curtis:

Okay. Do you find that you have enough resources for analysing these issues?

Head of Service, Customs and Immigration Service:

Again, I will go back to what the Chief of Police said about resource and demand. I would defy anybody to sit here and say they have got sufficient resources and would not welcome more resources. I am very conscious that we have the resources that we do have. We are so broad as a service, Customs and Immigration. We have to look at our areas of risk and our areas of demand. Immigration compliance and enforcement is one of those areas of demand. We are looking this year at how we can shift the resources we have got in the service so we can put more emphasis on the compliance aspect. But we will investigate any information and we have successfully charged immigration offences.

Deputy C.D. Curtis:

Yes, okay.

The Minister for Justice and Home Affairs:

Yes, because of course we have gone from 396 work permits in 2020 to 3,275 in 2025. It is a significant number and it is probably unlikely to change. I think that is the thing.

Deputy C.D. Curtis:

Do you find there is a problem with people not coming forward to complain because they are worried about their status?

The Connétable of Grouville:

About their job.

Head of Service, Customs and Immigration Service:

Yes, yes, I do. That is something that I am really working hard to try and engage with all stakeholders to gain that trust and confidence of the migrant workforce on Island to say that they can come to us with information and we will act on it.

Deputy C.D. Curtis:

Okay.

The Minister for Justice and Home Affairs:

Because we have set up groups, a safeguarding group, in order that all of those can. Because obviously quite often they are reluctant to come to Government, if you like. We have set up groups so that we can get other agencies to try and encourage them to come to us and explain. Because quite often there is, I think, a misunderstanding that if there is a problem with their work permit they will be deported. You do not get deported unless you have committed a criminal offence and gone to prison. You might have your work permit removed but you do not get deported. I think it is about people understanding and sometimes thinking that something is going to happen to them when in actual fact that is not the case and I think that is quite important to get that message out.

Deputy C.D. Curtis:

Yes, yes. If people are worried they can go direct to Customs and Immigration Service. They could speak to any of the Deputies or Constables and there is also the International Cultural Centre.

Head of Service, Customs and Immigration Service:

We work very closely with the International Cultural Centre.

Deputy C.D. Curtis:

Yes. Just one thing I wanted to mention that has come up today because I speak to quite a lot of people with work permit problems, is those wanting to learn to drive being told that they cannot learn to drive because they are not going to have enough time left on their visa and they tend to stay on the Island. It is just a thing that has come up.

Head of Service, Customs and Immigration Service:

That is news to me but I will take that away and I will have a look at that.

Deputy C.D. Curtis:

Okay.

Head of Service, Customs and Immigration Service:

The one thing just to mention when you are talking about compliance and enforcement is we have run the data on the amount of work permit applications that we have refused. We can see that increasing, so we are bringing our compliance as well to the point of entry. If we can do compliance before entry obviously it helps everybody, including us and the Island as a whole. In 2025 we refused 195 work permits, as opposed to in 2020 it was 3. Common issues would be the employers intending to pay less than the going rate for the role or that the role that they are applying for is not in the work permit policy. But also we are looking and scrutinising qualifications and references of people applying for jobs.

Deputy C.D. Curtis:

That is 195, is it?

Head of Service, Customs and Immigration Service:

Yes, 195.

Deputy C.D. Curtis:

Okay.

The Minister for Justice and Home Affairs:

Yes, because we have had some whereby they have been employed and arrived and then their qualifications are not suitable and that makes it really difficult for both sides. It is important for it to be done before they get here.

Head of Service, Customs and Immigration Service:

We are looking at everything in the whole as to where we can undertake compliance.

Deputy C.D. Curtis:

Okay, thank you. We look forward to getting that written info, thank you.

Deputy H.M. Miles:

We missed that bit. That could go in writing.

The Connétable of Grouville:

Sure, sure, I agree.

Deputy C.D. Curtis:

We have not got a lot of time left.

The Connétable of Grouville:

I would just like to add to one thing. We all went to your presentation at the Pomme d'Or, Rhiannon, and it was excellent. Thank you.

Head of Service, Customs and Immigration Service:

Thank you very much.

Deputy C.D. Curtis:

Okay, Helen.

Deputy H.M. Miles:

The panel was grateful for your co-operation, Minister, and its evidence-gathering for its review of what protection the children in Jersey have from online harms. In the Ministerial response that we had last week to that report, it was confirmed that you would: "Partially accept the panel's recommendation number 22 to review the Sexual Offences (Jersey) Law, to consider expanding offences about misinterpretation in order to provide additional protection for children in Jersey. This action, though, was commended to the next Minister in post after the election for action later in 2026." The question is really: can you confirm how you will suggest that this is passed over to the next Government?

The Minister for Justice and Home Affairs:

I think the thing is that with this particular piece of legislation it is important that we have got one part of it. The sexual offences amendment was lodged with the Assembly. One is the existing Article 15, sexual grooming of a child offence under the Sexual Offences Law. Under the existing law a person commits a crime, having already met or messaged a child age 15 or younger, then meet or travel to meet that child. For the purpose of carrying out a relevant offence, this narrowly defined offence has created issues for law enforcement when a perpetrator behaves outside of these boundaries. For example, if the child travels to meet the perpetrator as opposed to the other way round, has made plans to carry out this offence but has not yet acted on those plans, this does not meet the element of the offence. The law amends this offence so that the police can intervene the perpetrators in the process of carrying out this offence and at an earlier stage and, therefore, prevent further harm to the child. I think what will be essential in relation to this legislation is that the training element to police officers is implemented so that there is an understanding better of what these new offences that we are bringing in will have. I do not know if Nathan has got any more to add in that.

Associate Director for Justice Policy:

Simply that in terms of the commendation to the future, it is quite normal for new Ministers to receive a package of information about the Ministerial role, of course, being incorporated continues; when you land in the seat you buy into the commitments. Effectively, we would raise with the next Government the commitments made by the various Ministers, which would mean that the Ministers ...

Deputy H.M. Miles:

That is where the continuity comes from, okay. Thank you. The Minister for Sustainable Economic Development has just launched a consultation on online harms, specifically around content removal. Can you confirm how this will work alongside the Draft Sexual Offences (Jersey) Amendment Law which is being lodged, which introduces: "New requirements relating to the deletion and removal of intimate images"?

The Minister for Justice and Home Affairs:

The Draft Sexual Offences (Jersey) Amendment Law introduces a series of new intimate image abuse offences and strengthens the existing legislative provisions relating to the offence of voyeurism and indecent photographs of children. It relates to the implementation of V.A.W.G. Taskforce recommendation 11. We do not feel that this work overlaps but it is complemented by the Minister for Sustainable Economic Development's consultation on online content removal, which relates to the implementation of board recommendation number 10. I think from that aspect we did not think that it was overlapping. I do not know if you want to add more to that, Nathan, really.

Associate Director for Justice Policy:

If you work it in mind, it is 2 halves of a thing, rather than things that overlap too much. The criminal justice legislation that we are working on targets the offender in the Act to try and provide restitution to the victims and, hopefully, stop people doing it in the future. The work that Economy is doing is more targeted at the relationship between the individual and the platforms and the hosts and the content hosts. We hope that our work will stop people doing things like showing intimate images of children and adults. But when they do, yes, they can be punished for that but no criminal justice system can move at the speed of the internet. Then you are out of your control of the individual and you are into dealing with hosting platforms and saying take it down. So they are 2 parts of the same general activity. There is not that much interconnection because they are targeted at quite different things.

Deputy H.M. Miles:

Are there ongoing discussions between the policy teams for both departments?

Associate Director for Justice Policy:

Yes, we meet fortnightly and we have taken all of our stuff, where the stalking pertains to online, the intimate image stuff and everything else, we take it through the Economy guys just to make sure that they are understanding of it.

Deputy H.M. Miles:

Okay, thank you. Minister, can you tell us whether you are attending the meetings of the Online Harms Inter-Ministerial Group and what the Justice and Home Affairs input has been into that group?

The Minister for Justice and Home Affairs:

I have been attending all the meetings. I cannot remember ...

Deputy H.M. Miles:

I think they met on 18th December for the first time, chaired by Deputy Ferey in the Minister for Children and Families' absence I think.

Deputy C.D. Curtis:

They have internet service providers ...

The Minister for Justice and Home Affairs:

Yes, I would have been definitely there because I go to all those meetings. I have to apologise, I cannot remember.

Deputy H.M. Miles:

Okay. I was going to say could you let us know about the work to date? But if you have not been there that is fine.

The Minister for Justice and Home Affairs:

Yes, I have been to all the meetings but I cannot remember, if I am perfectly honest, apologies.

Deputy H.M. Miles:

Thank you. I am going to hand you over.

The Connétable of Grouville:

Thank you. This is another one that the panel have been quite keen about. The Army and Sea Cadet headquarters, Minister, can you provide details about the status of the Army and Sea Cadet headquarters project and describe how this will be handled over to the next Government?

Deputy C.D. Curtis:

Can I just explain, the only reason they are laughing is because this has been going on for so long?

Deputy H.M. Miles:

For so long, yes.

The Connétable of Grouville:

A while, yes.

The Minister for Justice and Home Affairs:

I think you will find, though, Deputy Curtis, that for some of us within this room it has been going on for a lot longer.

[14:45]

Anyway, the J.H.A. (Justice and Home Affairs), with colleagues from Jersey Property Holdings and C.Y.P.E.S. (Children, Young People, Education and Skills) continue to look for an appropriate permanent location which would meet the requirements of the Sea Cadets, not only indoor classrooms, offices and storage space but additionally suitable outside space for the Sea Cadets. Current emphasis has been around the viability of sharing facilities model with a school, with classrooms, hall, kitchen amenities being shared with bespoke storage built for wider requirements. This feasibility study is reaching a conclusion shortly. Work also continues through the Corporate Property Management Board to look at other alternatives in regard to vacant premises. The budget in relation to the Sea Cadets was reduced by Government Plan from £5 million to £1.4 million on the basis that a shared facility model would be more cost effective with a standalone capital build. I think the thing is that the Government or as a whole, the Island as a whole, the Government as a whole has not really been efficient in the way that they manage their buildings. I think it is obvious that we really do not want to be building another one when there is clearly spaces elsewhere to be utilised. I think there might have been an understanding that there might have been facilities that were available in other places but they were not maybe as available as we thought they were. I think that work is ongoing. Have we got a date for it to be completed?

Chief Officer, Justice and Home Affairs:

I think there is 2 aspects to that. We have got a new strong line of inquiry - sorry to be a bit evasive but I cannot say what it is yet - which I have not yet discussed with the Minister, which we are talking to the Sea Cadet leaders about in the next few weeks. I want to be sure it is feasible and viable before we talk about it in more detail. But I am hoping that that will work. I think in terms of the timing, because there is a critical dependency between the Sea Cadets' current location and the

potential future development of the Fire and Rescue Headquarters, which we are clear to proceed with now in terms of site selection and funding in the Government Plan through the Investing in Jersey programme, the spotlight is even more on the Sea Cadets because of that interdependency. What I really need to do is work back from the potential start date for the Fire and Rescue headquarters to map out a firm timetable for Sea Cadets. Once we have pursued this strong line of inquiry I can, hopefully, do that and we can obviously update the panel then in slightly less vague terms hopefully in the next few weeks.

Deputy H.M. Miles:

Can I just ask, you mentioned the Corporate Property Management Board; is that new?

Chief Officer, Justice and Home Affairs:

It was called the Corporate Asset Management Board for some time.

Deputy H.M. Miles:

Okay.

Chief Officer, Justice and Home Affairs:

It has been sitting for probably 5 or 6 years as part of the corporate landlord approach. It has representatives from each of the main operational departments, Health, obviously C.Y.P.E.S., and together we consider all the property opportunities, disposals, strategic needs of the departments and ...

Deputy H.M. Miles:

How often does that body meet?

Chief Officer, Justice and Home Affairs:

Monthly I think and try and spot the opportunity and that is where this opportunity came from really, to see, exactly as the Minister says, how we can best use what we have already, rather than building new things. That is a strong statement from Ministers that we should be seeking to do that. I am really keeping my fingers crossed that this one comes off and we can give you a substantive update, but I need a couple of more weeks to get it working.

The Connétable of Grouville:

Here is the big one.

Deputy C.D. Curtis:

Minister, one of the pieces of work that has been paused this term is the development of legislation to create a corporate manslaughter offence. What is your assessment of that?

The Minister for Justice and Home Affairs:

I am going to ask Nathan in a second just to clarify exactly where we are at. You are right in that it is pretty much ready to go but there was not a facility for law drafting. But, more importantly, both myself and another Deputy have been approached in relation to other opportunities under different legislation. I think it would be prudent to have a look at that prior to us moving forward with the corporate manslaughter law. I cannot give you more detail than that because I cannot remember. I think it might be under Companies Law, I am not 100 per cent sure; I cannot remember. I will just ask Nathan to double-check on this but I have got a feeling it is pretty much ready to go. But before we launched into it somebody else and myself had been approached by somebody who had done some research in relation to another opportunity, which may make it easier and not work ... I am not saying but it might not need necessarily a new piece of legislation. I think it might be better to ask Nathan about the corporate manslaughter part of it.

Associate Director for Justice Policy:

Drafting instructions for the corporate manslaughter law were completed. It was simply a case of scheduling in for drafting time. If we are to go ahead you need drafting time and you need a policy officer available to effectively do the legislation, to work on it and work with the drafters to make sure it works and do the consultation and the other things. The cost of the constraints of the work during the course of the second half of this Government, it did not make the cut. There has been some very significant pieces that we brought forward and, effectively, we just simply were not able to resource it. It will be up to the next Government to determine whether or not they want to put it on the price list.

Deputy C.D. Curtis:

There may be an alternative way of doing it through fitting something into our legislation ...

The Minister for Justice and Home Affairs:

Yes, I am not 100 per cent sure about this but it is something that somebody has highlighted. There has been a piece of work from ... I do not think they are a lawyer, I do not know, but there is something else that I have been approached and somebody else has been approached about, which we would want to look at. I think Nathan may have received some correspondence as well but this is quite recent. Obviously the corporate manslaughter thing has not developed, but obviously if this other way forward is better that might be an option. How can I put this without being flippant? But personally I would not withhold corporate manslaughter if the other idea was going to take too long, if that makes sense. I would want to push that forward.

Deputy C.D. Curtis:

Do you think during what remains in this term there will be time to look at the alternatives?

The Minister for Justice and Home Affairs:

Yes, I think we might have an opportunity to do that but I do not think we will have much opportunity to do anything else. Because, as you can appreciate, there is quite a significant amount of legislation still coming through.

Deputy C.D. Curtis:

Okay. I think we could ask one of those questions because we have a little bit of time, unless you want me to go on to ...

The Connétable of Grouville:

By all means, Chair, yes, please do.

Deputy C.D. Curtis:

We could go on to the last one there.

The Connétable of Grouville:

Sure. Yes, just one thing. We were concerned; obviously we have spoken quite a bit about data collection. Can you provide the panel with an update about the collection of datasets for Justice and Home Affairs?

Chief Officer, Justice and Home Affairs:

Do you want me to do that?

The Minister for Justice and Home Affairs:

Yes, please, yes.

Chief Officer, Justice and Home Affairs:

There is limited analytical resource, as you know, for Justice and Home Affairs. There is some in S.O.J.P. (States of Jersey Police) and a single analyst for J.H.A., which is a significant advance on none, which was the case a couple of years ago. I think one of the interests of the panel is where there is gaps. There are still some gaps, as the single analyst works with the services and she is also working with the Building a Safer Community co-ordinator on the Youth Justice and the V.A.W.G. data mapping exercises. As we talked about earlier, some of that is really relevant to demand anyway and demand from new laws and helping us profile what that looks like in the future.

It is obviously important the department complies with the Code of Practice for Statistics, which is one of the analyst's key tasks. We had some work to do to get up to the right ... I do not think ... it was at risk, but we had some work to do to get up to the right standards. We do have some gaps still at various points in operational data across the services. Obviously there is the different levels of data that is needed. There is the day-to-day management information, moving up to what we would call service performance measures and then at the more publicly available level the key performance indicators for those services. It is when we look across, when we are trying to get a feel on what system-wide activity looks like, that we have got some real challenges. We are making some progress, particularly in the V.A.W.G. and Youth Justice space, but it is still a work in progress.

The Connétable of Grouville:

You have identified gaps. Do you see this situation improving? Do you see more resource heading in this direction?

Chief Officer, Justice and Home Affairs:

I would like to see more resource heading in this direction but obviously there is other contributors. We are always conscious of the wider financial situation and it will obviously be done on a needs and risk basis. But I think that, yes, there is a strong case for some more activity in this space.

The Connétable of Grouville:

Have you seen where this increased data availability has improved or influenced policy?

Chief Officer, Justice and Home Affairs:

Yes, absolutely. We have always taken pride that any business case we put forward for investment is good quality. But there is no doubt the ones we have done recently have been materially improved by the analysis that we have now got. We have always been data rich but we have not been very good at analysing it and using it. You do see a significant change as a result of the investment in that and a very good skill and capability of that one person that we have assisting us with it.

The Connétable of Grouville:

Excellent, thank you for that.

Deputy C.D. Curtis:

All right. This is our last public hearing as us.

The Connétable of Grouville:

Do I hear a cheer, do I?

Deputy C.D. Curtis:

Minister, what are your overarching reflections on this term of office? Which commitments remain unfinished? What initiatives are currently in progress that may be carried forward to the next Minister, should they choose to do so? What has been outstanding and you are pleased about? But what also has not got done that you think needs to be done?

The Minister for Justice and Home Affairs:

It is not me; it is the team have done an exceptional job in relation to the Violence Against Women and Girls. That was a significant amount of recommendations and a plan, including all of the lodging of those laws and completion of the Criminal Court's review. We have still got obviously the Family Court review, which is going to start imminently. Obviously there is going to be the annual report that will come up that was requested by the Constable of St. Martin. Alongside that, obviously the other legislation that is being finished eventually, the police complaints: "Hooray", says the Chief of Police and Deputy Miles and others, probably the team in the policy thing. Obviously the remission for youths at Greenfields is also really valuable because we need to make sure that we are working and ensuring that it does not matter where you are in a facility that you have got the same rights as anyone else. Obviously the relaunch of Building a Safer Community framework, which was started by my predecessor because both that person and myself were not particularly happy that that had disappeared into the wild blue yonder, and obviously with that the roadmap as well. Obviously the hate crime needs to be done but that will need some sort of consultation. There is the Resilience Law, in relation to the Fire Service, obviously fire precautions, Firearms Law, obviously the other laws we have talked about. Also, of course when I took over this role I was very keen in relation to modern day slavery. We do need to sort out how we would manage that. We cannot necessarily have the kind of legislation that they have got in the U.K. because of the administrative burden but there needs to be more work. What I am pleased about is having had this vision, sometimes your vision is not always what you can achieve in reality because it is not always as straightforward. But what I am pleased about is that the level of work and the teamwork that has happened between all of those, from Customs and Immigration, policing and all of those agencies that are involved with migrant workers and all of the other agencies, so many of them that are all working together and the encouragement that we are giving them to come forward. But also as well, as I said, there has been some phenomenal work by all the team. I have, strangely enough, enjoyed you as a panel. I think it has been a very positive panel. Not 7 years in Scrutiny, my first term was in Scrutiny, and we had a really good working relationship with the Ministers. We worked to enable things to be done, not obstruct things to be done. I think before coming into this role I worked on Infrastructure, Housing and Environment; that team was exactly the same. I think sometimes we forget that we can work better working together than working separately and that is what being a team is. Because there is 49 members of us, there is only 21 in Government. The other 28 are all part and parcel of that and I think that is what is essential and that is what we must never forget, is that we can achieve a lot

more by working together, as opposed to working against each other. I will make no bones about it - I should not say this - I was quite happy that you brought the amendment of £240,000. I will make it public, I was quite happy because it sometimes is easier. We did the same thing as a health panel. We got an amendment to the health panel when I was in that and that is what got the Article 36 bed at St. Saviour's Hospital was the £500,000. It took a long time to come. I would not say it has always necessarily worked because of the resources involved in that as well. But it was Scrutiny that were able to make that significant change. The Violence Against Women and Girls was a proposition that was brought by the Constable of St. Martin and started that chain. We now are here to where we are today. I thank all of you and all of the team because I know by having worked at Scrutiny how hard they all work as well.

Deputy C.D. Curtis:

Yes.

The Connétable of Grouville:

Sorry, Chair.

Deputy C.D. Curtis:

No, go ahead.

The Connétable of Grouville:

I would like to reiterate that our relationship with this particular ministry has been very positive. I would also like to thank our officers too for the incredible input that they have put to make it such a positive relationship and I thank them very much.

Deputy C.D. Curtis:

Yes, they are really good. Yes, what you are saying, we all are and should be working to the same aim, which is to try and make things better for people in Jersey, is it not? Yes, thank you very much. I think that is probably the end of our hearing now. Okay, thank you.

[15:00]