

STATES OF JERSEY



MAXIMUM EMPLOYMENT PROBATION PERIODS (P.103/2023): AMENDMENT

Lodged au Greffe on 5th January 2024
by Deputy M.B. Andrews of St Helier North
Earliest date for debate: 16th January 2024

STATES GREFFE

MAXIMUM EMPLOYMENT PROBATION PERIODS (P.103/2023):
AMENDMENT

1 PAGE 2, PARAGRAPH (b) –

Substitute paragraph (b) with the following paragraph –

“(b) ensure that any extension in an employment probation period can only be made once and does not result in the total probation period exceeding the maximum employment probation period set out in (a);”.

DEPUTY M.B. ANDREWS OF ST. HELIER NORTH

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

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

to agree that employment probation periods should be amended within the Employment (Jersey) Law 2003 to –

- (a) set a maximum employment probation period of no more than 6 months;
- (b) ensure that any extension in an employment probation period can only be made once and does not result in the total probation period exceeding the maximum employment probation period set out in (a);
- (c) permit the suspension of a probation period if an employee is absent from the workplace for one month or more for reasons not related to performance; and
- (d) ensure that any employee on a fixed term contract of 6 months or less will not be subject to a work probation period;

and to request the Minister for Social Security to bring forward the necessary legislative changes to implement these amendments no later than June 2025.

REPORT

I am lodging this amendment to P.103/2023 that seeks to clarify that work probation periods cannot be extended more than once and that such an extension does not result in the total probation period exceeding the maximum employment probation period of 6 months as set out in paragraph (a) of the proposition.

Financial and staffing implications

There will be a legislative drafting amendment to the Employment (Jersey) Law 2003 which will require a manpower requirement from the legislative drafting team. The work to undertake this amendment will come from within the existing legislative drafting team budget.

Child Rights Impact Assessment

A Child Rights Impact Assessment (CRIA) has been prepared in relation to this proposition and is available to read on the States Assembly website.