

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY
BY DEPUTY G.P. SOUTHERN OF ST. HELIER CENTRAL
QUESTION SUBMITTED ON TUESDAY 30th MAY 2023
ANSWER TO BE TABLED ON TUESDAY 6th JUNE 2023**

Question

“Further to the findings of the review into zero-hour contracts by the Jersey Employment Forum, is it the Minister’s assessment that, in addition to the training of employers to understand and adhere to the Employment (Jersey) Law 2022 and Regulations, it is time to introduce some form of enforcement to ensure adherence to the legislation?”

Answer

As the Forum pointed out in its report, there are a range of sanctions that can be applied to employers who fail to follow the provisions of the Employment Law in relation to the rights of all employees in Jersey. The Employment Law also provides for enforcement measures that can be taken if an employer fails to adhere to their responsibilities.

In addition, the Employment Tribunal has at its disposal a range of penalties for breaches by employers of an employee’s rights. In accordance with the Forum’s recommendations, I have decided to hold a consultation exercise on the levels of sanctions currently available to the Tribunal, and whether they act as a sufficient deterrent to prevent breaches of the Employment Law. That consultation exercise will begin shortly.