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Deputy Helen Miles, Minister for Home Affairs

Copied to:

Deputy Kristina Moore, Chief Minister

Deputy David Warr, Minister for Housing and Communities

Deputy Jonathan Renouf, Minister for the Environment

Deputy Karen Wilson, Minister for Health and Social Services

Deputy Elaine Millar, Minister for Social Security

Deputy Kirsten Morel, Minister for Economic Development, Tourism, Sport and Culture

BY EMAIL

9th February 2023

Dear Ministers,

Work Permit Holder Welfare Review Panel

I write to inform you that a Review Panel has been established to undertake a review of Work Permit Holder Welfare in Jersey, with particular focus on the Work Permit Policy (WPP).

The review will explore whether the WPP sufficiently promotes the welfare of work permit holders in Jersey and provides adequate protection from exploitation.

We intend to begin our work immediately, and as part of the gathering of evidence, arrangements are in progress to schedule Public Hearings to be confirmed in due course. Elements of this review fall under your Ministerial remit and, potentially, some evidence will also be gathered from the Chief Minister and the Minister's for Housing and Communities, Environment, Health and Social Services, Social Security and Economic Development, Tourism, Sport and Culture (copied into this letter).

The Panel's Terms of Reference for the review are attached for your information and a public call for evidence is being issued. We will also seek the views of specific external stakeholders to collect evidence and insights. In view of the Terms of Reference, the Panel is likely to call on each Ministry as part of the review.

The Panel's officers will be in contact in due course to arrange Public Hearings and to request information related to the review. At the outset, the Panel will also be writing to the Jersey Customs and Immigration Service to learn more about the demographics of work permit holders in Jersey and to ask questions about the WPP itself.

We hope that the evidence we gather, and our final Report will be beneficial and will help inform the work of your department in this area.

I would be happy to address any questions you may have about our work.

Yours sincerely

A handwritten signature in black ink, consisting of a stylized, cursive name that appears to be 'Beatriz Porée'.

Deputy Beatriz Porée
Chair
Work Permit Holder Welfare Review Panel

Work Permit Holder Welfare Review Panel

Review of Work Permit Holder Welfare

Terms of Reference

1. To examine and consider the process of obtaining a Jersey work permit, to include;
 - a. the relationship between Jersey work permits and UK visas; and
 - b. the information provided to applicants during the application process;
 - c. the funding requirements of the Jersey work permit application process.
2. To examine Jersey's Work Permit Policy and determine its effectiveness in:
 - a. ensuring the welfare of work permit holders;
 - b. protecting work permit holders from exploitation and 'Modern Day Slavery';
 - c. providing guidance in relation to supplementary employment, variation of employment contracts, termination of employment, accommodation and employment disputes.
3. To identify and assess the welfare obligations placed on employers of work permit holders and to examine:
 - a. any relevant guidance or support provided by the Government; and
 - b. any relevant legislation;
 - c. how fulfilment of the obligations is reviewed.
4. To identify and assess:
 - a. the financial obligations that employers and work permit holders have to the Government; and
 - b. any Government services or benefits available or not available to temporary work permit holders.
5. To identify and consider temporary work permit holder protection practices in other relevant jurisdictions.