

APPROVED

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY
BY DEPUTY M. TADIER OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 18TH APRIL 2017**

Question

Are there any plans to introduce maximum work time legislation, including minimum break/rest periods between shifts? If not, why not?

Answer

The Employment (Jersey) Law 2003 provides that employees must have a 24-hour rest break each week. Alternatively, the rest break can be averaged over a two-week period, if the employer and employee both agree. The intention was to provide an appropriate framework of employment protection in relation to rest from work, but without the complexities that exist under the Working Time Directive.

Every employer in Jersey has a general duty under the Health and Safety at Work (Jersey) Law 1989 to look after the welfare of their employees. When considering appropriate breaks for employees, JACS advises employers to act reasonably bearing in mind health and safety legislation, safe working practices and industry specific legislation or guidance.

The Minister has no plans at this time to introduce additional legislation for rest breaks between shifts. If a decision is taken in the future to extend the provisions relating to working time and rest breaks, the Minister will first ask the Employment Forum to consult.

The Minister has given a commitment to the States that in the period 2017 to 2018 she will prioritise legislation to protect against discrimination on grounds of disability and to extend the family friendly employment rights.