

# **STATES OF JERSEY**

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## **DRAFT EMPLOYMENT (JERSEY) LAW 200 (P.55/2003): AMENDMENTS**

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**Lodged au Greffe on 17th June 2003  
by the Employment and Social Security Committee**

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**STATES GREFFE**

DRAFT EMPLOYMENT (JERSEY) LAW 200- (P.55/2003): AMENDMENTS

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- (1) PAGE 58, ARTICLE 56 –

*In paragraph (9) at the beginning insert the words “Subject to paragraphs (4) and (5),”.*

- (2) PAGE 58, ARTICLE 56 –

*Delete paragraph (10).*

- (3) PAGE 83, ARTICLE 101 –

*Delete Article 101 and substitute the following Article –*

**“101 Application**

- (1) Subject to paragraph (2), this Law shall only apply to employment where the employee works wholly or mainly in Jersey.
- (2) Articles 51, 52 and Part 7 shall apply to a person employed to work on board a ship registered in Jersey unless –
- (a) the employment is wholly outside Jersey; or
  - (b) the person is not ordinarily resident in Jersey.”.

- (4) PAGE 84, ARTICLE 102

*Delete “(1)” in paragraph (1) together with the whole of paragraph (2).*

EMPLOYMENT AND SOCIAL SECURITY COMMITTEE

## **REPORT**

Amendment (1) clarifies the 2 exceptions to the basic concept that there is no need to give notice to terminate a fixed term contract. The exceptions, contained in paragraphs (4) and (5), are fixed term contracts that have been allowed to run over for more than 13 weeks longer than the contract provided for.

Amendment (2) removes the criminal sanction for failing to give an employee due notice, which is felt to be inappropriate.

Amendment (3) simplifies the provisions applying to work outside Jersey, and re-states the fundamental principle that the Law can have no application outside the Island. Paragraph (2) of the substituted Article has exactly the same effect as paragraph (4) of the original article, but the wording has been simplified.

Amendment (4) is consequential upon amendment (3) above.

There are no financial or manpower implications for the States arising from the adoption of these draft Amendments.