

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY  
BY DEPUTY M.B. ANDREWS OF ST HELIER NORTH  
QUESTION SUBMITTED ON MONDAY 4th DECEMBER 2023  
ANSWER TO BE TABLED ON MONDAY 11th DECEMBER 2023**

**Question**

“Will the Minister advise whether any consideration has been, or is being given to increasing the statutory minimum period of notice for employees; and if not, why not?”

**Answer**

The statutory minimum notice periods to be given by both employees and employers are set out in the table below:

<b>Time since employment contract began</b>	<b>Notice period</b>
Less than 2 years	1 week’s notice
More than 2 years but less than 3 years	2 weeks’ notice
3 years or more	An additional 1 week’s notice per year of continuous service, up to a maximum of 12 weeks

Where a contract of employment requires a period of notice greater than the minimum required by the Employment Law, then the contractual period of notice applies.

The above notice periods have been in place since 2005 and I am not aware of any concerns being raised about them.

I have seen no evidence that the current statutory provisions are creating difficulties for employees or employers. The statutory provisions in Jersey are in general alignment with those in other jurisdictions. I have no plans to review them.