



## States Greffe

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

### **BY EMAIL**

5th June 2023

Dear Deputy Morel,

### **Work Permit Holder Welfare Review Panel**

You will be aware that the above Panel is currently collecting evidence and information in relation to its review of the welfare of work permit holders living and working in Jersey. Work permit holders in various industries play a vital role in the health of the economy, and as such the Panel is keen to understand what role the Economic Development Department (Department) plays in supporting employees entering Jersey, under the Work Permit Policy (WPP) and in the development of the WPP itself.

1. Does the Department quantify the value added to Jersey's economy by work permit holders?
  - a. If so, what data is used to generate this information?
2. What consideration, if any, has the Department given to the model used by Locate Jersey (to welcome newcomers, provide useful information about the Island and answer questions), in relation to work permit holders?
3. What role, if any, has the Department had in the development of the WPP and the recent changes to the WPP made in April 2023?
4. Has the Department sought direct feedback about how the WPP affects the welfare of work permit holders living and working in Jersey on a short-term basis?
5. What direct engagement, if any, has the Department had with work permit holders to determine the success of the WPP in ensuring that Jersey is a good place to work on a short-term basis?
6. What work has been completed by the Department to develop an understanding of the cultural and legal differences between Jersey and the countries from which work permit holders are travelling?
7. The Panel is aware of the Memorandum of Understanding (MoU) between Jersey and Antigua and Barbuda. What other treaties and/or MoU's have been developed between Jersey and the countries from which Work Permit Holders are travelling?

The terms of reference for the review have been attached to this letter for ease of reference.

Yours sincerely,

A handwritten signature in black ink, consisting of a large, sweeping horizontal stroke above the name "Beatriz" written in a cursive style.

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 work 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.