

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY M. TADIER OF ST. BRELADE
ANSWER TO BE TABLED ON TUESDAY 12th APRIL 2016**

Question

What consideration does the Chief Minister propose to give to the redeployment of disabled and older public sector employees who face redundancy; and what provisions, if any, are being put in place to ensure that such employees are not discriminated against when seeking alternative employment in the future, given that there is currently no age or disability discrimination legislation in place?

Answer

Public employees who are displaced as a result of organisational change and who face compulsory redundancy are given assistance from the redeployment and outplacement team of specialists based in Social Security, the Back to Work Team. This facility is available to all employees, including those with a disability and older members of the workforce.

A dedicated resource has also been set up to support States of Jersey staff made compulsorily redundant. The Outplacement Service will provide practical and emotional support to help staff explore their current job skills and work out their next steps.

This confidential service will help staff with career planning and research, writing CV's, application forms and covering letters and can provide bespoke training in skills development and personal resilience and motivation. Through the Back to Work Recruitment team, it has access to employers and vacancies and will ensure links with employers, wider support resources, external training providers, qualified career counsellors and local recruitment consultancies.

In addition, the service will monitor the States of Jersey Redeployment Register and match individuals to any relevant vacancies.

Regulations are being lodged today by the Minister for Social Security that would protect people in Jersey against age discrimination in recruitment and employment. If approved by the Assembly, the Regulations will come into force in September.