

# **STATES OF JERSEY**

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## **DRAFT EMPLOYMENT (JERSEY) LAW 2003 (APPOINTED DAY) ACT 200**

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**Lodged au Greffe on 26th April 2005  
by the Employment and Social Security Committee**

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**STATES GREFFE**





Jersey

# **DRAFT EMPLOYMENT (JERSEY) LAW 2003 (APPOINTED DAY) ACT 200**

## **REPORT**

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If adopted, this Act will bring into force the Employment (Jersey) Law 2003, which was debated and approved by the States on 8th July 2003, sanctioned by Order of Her Majesty in Council on 3rd November 2003 and registered in the Royal Court on 5th December 2003.

Members will recall that the Employment Law is divided into Parts providing statutory minimum standards and the necessary protection for employees. It incorporates existing employment legislation and covers the following issues –

- definitions;
- entitlement to a written statement of terms and conditions of employment;
- minimum rest periods and annual leave;
- minimum wage;
- payment of wages;
- termination of employment;
- unfair dismissal;
- enforcement, including the establishment of an Employment Tribunal.

The States is asked to approve that the Employment Law, including its associated subordinate legislation, comes into force on 1st July 2005.

If this Appointed Day Act is adopted by the States, the Employment (Jersey) Law 2003 will come into effect on 1st July 2005.

### **Financial and manpower statement**

It was stated in the Report accompanying the Employment (Jersey) Law 2003 that a budget of £200,000 was originally allocated to the Employment and Social Security Committee for the setting up and running of JACS and the Employment Tribunal, as detailed in the Minimum Wage Report and Proposition (P.227/1998). The Committee is confident that the existing budget levels remain adequate for the effective delivery of this package of Laws.

### **Explanatory Note**

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The effect of this Act would be to bring the Employment (Jersey) Law 2003 into force on 1st July 2005.





Jersey

# **DRAFT EMPLOYMENT (JERSEY) LAW 2003 (APPOINTED DAY) ACT 200**

*Made*

*[date to be inserted]*

*Coming into force*

*[date to be inserted]*

**THE STATES**, in pursuance of Article 108 of the Employment (Jersey) Law 2003,<sup>[1]</sup> have made the following Act –

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## **1 Commencement of Law**

The Employment (Jersey) Law 2003<sup>[2]</sup> shall come into force on 1st July 2005.

## **2 Citation**

This Act may be cited as the Employment (Jersey) Law 2003 (Appointed Day) Act 200-.

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<sup>[1]</sup> *Recueil des Lois, Volume 2003, page 547.*

<sup>[2]</sup> *Recueil des Lois, Volume 2003, page 479.*