

STATES OF JERSEY



DRAFT EMPLOYMENT (AMENDMENT No. 11) (JERSEY) LAW 201- (P.17/2019): AMENDMENT (P.17/2019 Amd.) – AMENDMENT

**Lodged au Greffe on 10th June 2019
by the Minister for Social Security**

STATES GREFFE

PAGE 2, AMENDMENT 3 –

- (1) In the draft Article 7 (transitional provision) to be inserted by paragraph (1), for “September” substitute “December”.
- (2) For paragraph (2) substitute –
 - “(2) Renumber the Article headed “Citation and commencement” accordingly, and in that Article for “September” substitute “December”.”.

MINISTER FOR SOCIAL SECURITY

REPORT

This amendment would change the 'in force' date for the Draft Employment (Amendment No. 11) (Jersey) Law 201- ([P.17/2019](#)) from 1st September 2019 to 1st December 2019.

The States debate of P.17/2019 was originally listed for the sitting of 26th March 2019 and the legislation would have come into force 5 months later on 1st September 2019.

The States debate was moved to the 18th June 2019 at the request of the Economic and International Affairs Scrutiny Panel to allow that Panel more time to undertake its review of the draft legislation. That review is now complete and the debate will proceed on 18th June 2019. However, there is now insufficient time for Privy Council assent to be granted prior to 1st September 2019.

An 'in force' date of 1st December 2019 is considered to be appropriate for the following reasons –

- sufficient time for Privy Council assent after the summer break
- minimum delay in the introduction of the new employment rights
- provides an equivalent period of approximately 5 months' notice following the States' debate
- allows time for employers and employees to prepare for the new legislation
- gives the Jersey Advisory and Conciliation Service time to ensure that their guidance and training reflects the legislation as approved by the States Assembly.

Financial and manpower implications

There are no additional financial or manpower implications for the States arising from the adoption of this amendment.