

# **STATES OF JERSEY**

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## **DRAFT EMPLOYMENT RELATIONS (JERSEY) LAW 2007 (APPOINTED DAY) ACT 200-**

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**Lodged au Greffe on 9th October 2007  
by the Minister for Social Security**

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**STATES GREFFE**





Jersey

## **DRAFT EMPLOYMENT RELATIONS (JERSEY) LAW 2007 (APPOINTED DAY) ACT 200-**

### **REPORT**

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If adopted, this Act will bring into force the Employment Relations (Jersey) Law 2007, which was adopted by the States on 17th May 2005, sanctioned by Order of Her Majesty in Council on 14th December 2006 and registered by the Royal Court on 5th January 2007.

The Employment Relations Law provides –

- a straightforward system of legal identification and registration of trade unions and employer associations, including the obligations and immunities, of trade unions and employers' associations.
- a legal dispute resolution process which supports and develops good industrial relations in the Island, with the aim of reducing the likelihood of disputes and enabling early resolution of disputes where they occur, using the Employment Tribunal where necessary and incorporating elements of the Industrial Disputes (Jersey) Law 1956;
- a framework for codes of practice to describe good and reasonable employment relations practice to supplement the minimalist legal approach provided in the draft Law, which is simple and appropriate to a small community.

The period for representations to be made to the Minister on the codes of practice closes on 18th October 2007. After any representations have been considered, the resulting codes will be made by Order, to come into force with the Employment Relations Law.

This proposition, if approved, will bring into force the Employment Relations (Jersey) Law 2007 on 21st January 2008. It is intended to bring forward the Employment Relations (Amendment No. 2) (Jersey) Law 2007 for enactment on the same date.

#### **Financial and manpower implications**

There are no additional financial or manpower implications arising from this proposition. The existing budget for employment relations, which includes the cost of running the Employment Tribunal and the Jersey Advisory and Conciliation Service, is sufficient for the implementation of this legislation.

## **Explanatory Note**

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This Act would bring the whole of the Employment Relations (Jersey) Law 2007 into force on 21st January 2008.  
The Law was adopted by the States as P.19/2005 on 17th May 2005.





Jersey

## **DRAFT EMPLOYMENT RELATIONS (JERSEY) LAW 2007 (APPOINTED DAY) ACT 200-**

*Made*

*[date to be inserted]*

*Coming into force*

*[date to be inserted]*

**THE STATES**, in pursuance of Article 29(2) of the Employment Relations (Jersey) Law 2007<sup>[1]</sup>, have made the following Act –

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### **1 Employment Relations (Jersey) Law 2007 commenced**

The Employment Relations (Jersey) Law 2007<sup>[2]</sup> shall come into force on 21st January 2008.

### **2 Citation**

This Act may be cited as the Employment Relations (Jersey) Law 2007 (Appointed Day) Act 200-.

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[1] L.3/2007

[2] L.3/2007