STATES OF JERSEY

EMPLOYMENT (JERSEY) LAW 2003: REVIEW OF PARENTAL LEAVE RIGHTS AMENDMENTS (P.54/2019) – AMENDMENT

**Lodged au Greffe on 11th June 2019
by Deputy L.M.C. Doublet of St. Saviour**

STATES GREFFE

EMPLOYMENT (JERSEY) LAW 2003: REVIEW OF PARENTAL LEAVE
RIGHTS AMENDMENTS (P.54/2019) – AMENDMENT
_____

PAGE 2, PARAGRAPH (a) –

For the word "twelve" substitute the word "twenty-four".

DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR

Note: After this amendment, the proposition would read as follows –

THE STATES are asked to decide whether they are of opinion –

(a)   to request the Minister for Social Security to conduct a full
review of the 'family-friendly' elements of the Employment
(Jersey) Law 2003 twenty-four months after the parental leave
rights amendments outlined in the Draft Employment
(Amendment No. 11) (Jersey) Law 201- (P.17/2019) have been
implemented, and to consider bringing forward for debate
recommendations to provide support (financial or otherwise)
for any businesses which may have struggled to comply with
the Law and families that may have struggled to access the
rights set out in the Law;

(b)   to agree that the aforementioned review should include the
following, but not be limited to –

(i)   consultation with families, including an assessment of
the impact on children and the extent of uptake by
parents;

(ii)   consultation with local businesses, including an
assessment of impact on finances and supply of cover
staff.

REPORT

After discussion with the Minister for Social Security and her team regarding my proposition P.54/2019, I agree that it is reasonable for a review to be carried out 24 months after the implementation of the new 'family friendly' employment legislation (P.17/2019), rather than 12 months. This will allow meaningful data to be collected over this period of time so that well-informed policy decisions can be made.

Financial and manpower implications

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