

Government of Jersey
Union Street | St Helier | Jersey | JE2 3DN

Deputy Louise Doublet
Chair, Health and Social Security Scrutiny Panel

Sent by email

24th March 2025

Dear Chair

Health and Social Security Panel: Review of Family Friendly Legislation

Thank you for your letter dated the 7th March, requesting information on the status and outcomes of Ministerial actions detailed in the [Family Friendly Post-Implementation Review](#), that was presented to the States Assembly on the 26th April 2024. The following table outlines the status relating to each action.

Ministerial conclusions for further action	Status (including dates and associated costs) and outcomes
<i>Employment Law</i> Action to increase awareness of the family-friendly rights by developing an effective communications strategy. This can be achieved without major resource implications in terms of cost and time. The specific strategy can be developed with colleagues across government and external bodies, along the lines of the work done to produce the employment rights leaflet for temporary incoming employees.	There are several sources of advice and assistance which are provided to employers and employees, including: <ul style="list-style-type: none">• The Jersey Advisory and Conciliation Service (JACS) has an independent, statutory duty to provide advice and assistance on all aspects of Employment Law rights. This includes those relating to family friendly legislation. Since the Review was published, JACS has been heavily involved in the promotion of the rights, including running online training sessions; a campaign to promote the rights on local radio; distribution of updated editions of its parental leave handbook; and updates in its newsletter, which is sent to 1,000+ subscribers.• Citizens Advice Jersey's website contains links to the JACS website and CAJ has direct experience of helping

	<p>clients navigate the rights, whether by individual support or by signposting to JACS</p> <ul style="list-style-type: none"> Jersey Business (JB) has a specific remit to provide advice and assistance to small businesses. JB promotes an HR toolkit which includes advice on parental leave and allied rights and stresses the importance of businesses ensuring these rights are set out in staff handbooks or in the terms of employment The gov.je website contains links to information about family-friendly rights, together with details of the financial allowances available and the eligibility criteria
The options relating to amending the Employment Law would require further detailed consideration. The Minister will consider commissioning a specific consultation exercise, but is not currently persuaded that, in terms of the overall reaction to the use of the new rights, this is a priority.	The Minister has no plans currently to make further changes to the Employment Law. The Minister considers that the overall effort between Government and the business and advice sectors – as evidenced above – is working well. Should the results of the Scrutiny Panel's work reveal any gaps in the way advice and guidance are provided, the Minister will consider what further steps need to be taken, in partnership with the Jersey business sector and advice organisations.
<i>Social Security Law</i>	
Commission a piece of work looking at the current rules relating to the parental allowance in the context of the work currently being undertaken at the possibility of credits for parents who claim Home Responsibility Protection. This currently protects someone's entitlement to a State Pension and Survivor's Benefit while they are not working, but not parental benefits. The Minister is, however, conscious that any changes to benefit rules would have cost implications for the Social Security Fund.	<p>The Minister intends to improve Home Responsibility Protection credits so that they provide eligibility to parental benefits.</p> <p>The Minister is finalising the change and aims to bring it into effect by Order in April, subject to all operational changes being in place by this time.</p> <p>The Minister intends to publicise the details shortly so that parents who are claiming HRP credits know that they should apply for parental allowance if they are going to have another baby or adopt a child.</p>
As part of the work outlined above, the Minister will consider the option of leaving the existing qualifying rules and requirements for an appropriate contributions record in place.	See above
<i>The provision of affordable childcare and nursery places</i>	

<p>The Minister has no responsibility for this aspect but will share the results of this part of the survey with ministerial colleagues with relevant interests in this issue.</p>	<p>The results of this part of the survey were shared with CYPES colleagues and the Minister for Education and Lifelong Learning and the Minister for Children and Families. The Panel will be aware that one of the priorities included in the Common Strategic Policy 2024-2026 is to 'extend nursery and childcare provision.'</p>
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I trust the above will be of use as part of your evidence gathering, but please do let me know if you require any further information.

Kind regards,



Deputy Lyndsay Feltham
Minister for Social Security