

Anonymous – 23.04.2025

Good morning,

I have seen your post on Facebook regarding the Employment Law, and wished for you to know our experience. As a small business, with 7 full time employees (as of January this year), the recent change to the law to allow parents additional paid annual leave entitlement during the birth children nearly crippled us.

Our company is a small construction company and last year we had 2 out of our (then) 6 members of staff off on parental leave. Paying them an additional 6 weeks leave on top of their 4 weeks holiday entitlement meant that we were short staffed for a huge portion of our year.

Due to the cost of living in Jersey, the sum offered by the Government was not enough for our staff members, and we had to increase their pay to what their usual salary was to enable them to have the time off. At the same time, since they were off work, we were not earning any money from them in order to make paying this sum easy.

Whilst I think the improvements to the law benefit the parents, it is really difficult as an employer to afford these costs. If we had any staff off this year on parental leave, we'd have to fold the company as this is not a cost we can cover again.

It would be ideal if the Government would consider paying the staff member's entire salary for the period, they are off, rather than an incredibly small amount.

Please note that this is just our own personal experience, and others might have had a more financially favourable experience due to the policy.