

DISCUSSION DRAFT PROPOSITION LIST 20.6.22

FOR MORE INFORMATION ON THE HOW PROGRAMME PLEASE REFER TO HOW.JE

Cost/benefit analysis

THE HOW OUTLINE PROPOSITION LIST

WHAT?	HOW?	LAWS TO BE PASSED OR AMENDED AND NOTES
<p>A BETTER RESOURCED, MORE AGILE AND MORE EFFECTIVE STATES ASSEMBLY WITH IMPROVED PUBLIC ENGAGEMENT THAT MAKES BETTER DECISIONS</p> <p>IMPROVED DEMOCRACY AND REPRESENTATION WITHIN PARISHES</p> <p>MORE ACCOUNTABILITY AMONGST STATES MEMBERS. REDUCED ABILITY TO ADVANCE SELF-INTEREST OR VESTED INTERESTS RATHER THAN LONG-TERM PUBLIC INTEREST</p> <p>ISLANDERS TO APPOINT CHIEF MINISTER DIRECTLY</p> <p>FAIRER ELECTION RULES</p>	<ul style="list-style-type: none">• Reinstatement of Senators as Islandwide representatives ([14?] in total). Concurrent separate election of Chief Minister from Senatorial candidates seeking the position• District representation in States Assembly limited to Parishes through retention of Constables to respect 2014 referendum. Constables' will continue to represent Parish although will vote on all States Assembly decisions. To ensure fair representation between Parishes, Constables' votes in the States Assembly to be divided between Constables in proportion to number of voters in each Parish.• A smaller number of separately elected and paid non-voting District Deputies within the new Districts (one for each District = 9) who will not sit in the States Chamber and will be provided with constituency facilities in each Parish Hall in the District) to:<ul style="list-style-type: none">○ ensure fair representation and greater public engagement within Parishes, increased publicity of Procureurs' elections and assist in informing Constable of Parishioner concerns○ along with Procureurs, help hold Constables to account○ help staff Question Panels (to replace Scrutiny Panels) and attend to Questions from Parishioners	<p>Savings in reduction of States Members vs funding of independent advisers to be investigated</p> <p>Savings in consultants fees/legal claims to be estimated</p> <p>Parish extra admin costs to be investigated [fund through 2nd Parish home charge?]</p> <p>States of Jersey Law</p> <p>Election Law</p>

- assist future States Assembly entry for new politicians with relatively less experience and public profile at either Constable or Senator level.

Code of Conduct. States of Jersey Law

- Improved conflict of interest management and recall mechanism for all States Members
- Lying in States Assembly to be contrary to States Members' Code of Conduct (to avoid abuse of parliamentary privilege) and capable of triggering by-election after investigation by Commissioner for Standards
- Evidence and cross-examination training for States Members
- Requirement for States Members to attend States Assembly debates (or provide written and published reasons for non-attendance and fines for non-attendance without acceptable reason). Proxy voting for States Members and requirement to vote. Abstentions not allowed other than to manage conflicts of interest.
- Parishioners to have rights to add business to Parish Assemblies/call requetes on all Parish matters or matters on which Constable has a right to vote in States Assembly and right to vote by proxy. Constable to respect majority votes Deputies to have the right to call requetes where Constable fails to do so.
- States Members' claimed expenses to be published including when acting in Ministerial and official roles.
- Encourage more productive amendments rather than forensic reporting by States Members, including within Scrutiny.

<https://www.prospectmagazine.co.uk/politics/the-limits-of-parliamentary-scrutiny-government-committees-reports-opposition>

- Privilege and Procedures Committee to be replaced with Backbench Business Committee/House Business Committee/Legislation Committee comprising backbenchers giving them more power to influence parliamentary agenda (while allowing time for Council of Ministers' business and its representation on constitutional issues).

Constables, non-Ministerial Senators and District Deputies to operate:

- Public Question Panels (replacing Scrutiny Panels) with work co-ordinated with Public Accounts Committee (to be retained with powers to order and compel disclosure) Committee (with main intention to propose amendments rather than to generate reports separate from those accompanying propositions)
- Backbench Business Committee/House Business Committee/Legislation Committee (with main intention to propose amendments rather than to generate reports)
- Public Accounts Committee (with main intention to propose amendments in response to Comptroller & Auditor General Reports rather than to generate further reports)
- No private funding of election campaigns to be permissible to ensure level playing field and encourage new candidates, with increased general publicity (individual posters limited to Parish Hall display). Restrictions on standing to:
 - elected or previously elected Districted Deputies and States Members; or

- candidates who pay a deposit of £500 which will be refundable if the relevant candidate receives 5% or more of votes cast (foregone deposits will help fund the campaign costs of other candidates); or
- candidates who obtain 200 signatures of registered voters (in Parish if standing as Constable).

All candidates to be allowed to produce detailed manifestos through websites. Candidates forming coalitions or parties to be allowed to combine word counts for printed publicity.

Number of nominations to be increased to 50 per candidate

If the current system is maintained, extend NOTA to all public elections, not just those with elections, not just those with fewer candidates than seats,

States Propositions to be accompanied by simple cost benefit analysis in addition to current requirement for resource implications.

IMPROVED MINISTERIAL DECISION MAKING

- (In view of the vagueness of the current Common Strategic Policy and the time it took to produce it), the requirement for Ministers to produce a Common Strategic Policy to be replaced next term with a requirement for individual Ministers to produce strategic delivery plans to advance the Common Strategic Policy with a focus on using government resources Islandwide to:

Public Finance Law

States of Jersey Law

Chief Minister assignment of portfolio responsibilities

- support strategic delivery panels for the co-production of joined up delivery strategies that apply best known global practices with view to right-sizing for Island; and
- collecting and publishing supporting data to ensure decision making is data led with trult independent data.
- Each Ministers to work in committee with two independent specialist advisers/researchers directly appointed by the States Assembly to act together with Minister as first level scrutineers of civil service rather than spokesmen for civil service (. These must be present to advise Minister when making decisions, can directly report concerns to States Assembly, must assist the Minister in working with strategic delivery panels to assist project management and will be subject to a Code of Conduct.
- Policy development boards and political oversight groups to be replaced with Strategic Delivery Panels
 - comprising heads/representatives of significant independent providers of services in the relevant area directly appointed by the States Assembly whose identity will be disclosed
 - tasked with leading and coproducing with government future needs and gap analysis for strategic delivery plans (including transitional plans) with facilitation by a provider agreed by independent members to be independent of government
 - civil service to implement under oversight of strategic delivery panel with reports to Minister

<https://statesassembly.gov.je/assemblyreports/2020/r.10-2020.pdf>

Carbon ‘Strategy’
<https://statesassembly.gov.je/AssemblyPropositions/2022/P.74-2022.pdf>

Developing a Strategic Workforce Plan for Jersey June 2021
<https://www.gov.je/SiteCollectionDocuments/Working%20in%20Jersey/JEGStrategicWorkforcePlanFinal.pdf>

Economic Council New Perspectives Report
<https://www.gov.je/SiteCollectionDocuments/Industry%20and%20finance/Economic%20Council%20New%20Perspectives%20Report%20FINAL.pdf>

Ministers to remain able to put specific political questions to the Council of Ministers/ States Assembly during plan production

- Ministerial decisions to be documented with written reasons and accompanied by needs and costs analysis
- All Ministerial meetings and strategic delivery panel meetings to be minuted. Minutes showing decisions and who is responsible for action to be published within three weeks with redactions only in exceptional circumstances.
- Ministerial Code to be amended to avoid States Members with conflicting business or conflicting land interests acting in post.
- Ministries to be reorganised and to align with government departments with new further roles as below
 - Strategic Plan and Resource Co-ordination headed by Chief Minister with independent department providing support to other Ministers separate from Chief Executive's to avoid conflict
 - Treasury and Efficiency Oversight:
 - Includes applying performance measures remodelled by strategic delivery panels and realistic assessment of contribution/value of money of government department and grant funded organisations performing roles on behalf of government

- support of and assistance in producing effective resourcing plans for independent watchdogs/government statistics unit who will be included in its budget
- investigate use of States/public sector funds to invest in local social housing
- External Relations including Islandwide cybersecurity management and assistance in improving international supply chain and improvement/inclusion on global indices used by New Economy businesses
- Future Economic Planning and Modernisation including:
 - Islandwide economic land management and oversight (identification of, robust planning protection measures and infrastructure/sustainable energy support for most economically valuable sites for tourism, international trade and interconnectivity)
 - collect objective evidence and work with Treasury to ensure taxpayer funds are not supporting unproductive businesses except farming supporting food security/environmental protection /hospitality premises in strategic areas)
 - international supply chain improvement/inclusion on global indices used by New Economy businesses including talks with Amazon Global to assist exports (already serving St Martin, Palau and San Marino (<https://www.amazon.com/gp/help/customer/display.html?nodeId=GCBBSZMUXA6U2P8R>))

- interconnectivity facilitation support (including exploration of joint ventures with Guernsey for ferry services); and
- economic modelling and development of New Economy Growth Business Models (with relatively low domestic footprint) following best known methods globally and related training plans (transformation of a work-force knowledgeable of global best-known practice)
- business red tape review and blitz
- Wellbeing (including Health and Environmental) (including Rural and Visitor economy support, Sport and Leisure Facilities Town and Future Transport Planning, Energy and Climate change) and sustainable Fishery Support
- Education and Cultural Development (also tasked to deliver and promote training plans produced by Minister for Economy with assistance of Economic Council)
- Housing, Care of Children and Welfare (Social Security) support
- Justice and Home Affairs
- States Employment Board to comprise Chief Minister and Ministers interested in matter under consideration and to include non-voting trade union or other relevant States employee area representation with respect to job descriptions (which shall not be

C&AG SEBpress release
<https://www.jerseyauditoffice.je/wp-content/uploads/2019/03/Role-and-operation-of-the-States-Employment-Board.pdf>
 and SEB/JAC
 report/recommendations

weighted towards those with public sector backgrounds). Independent advisers to SEB to be an independent local lawyer specialising in employment law and HR adviser from private sector background.

<https://www.jerseyauditoffice.je/wp-content/uploads/2019/03/Role-and-Operation-of-the-States-Employment-Board-Report.pdf>

- Ministers to present Strategic Delivery Plans to the States Assembly for approval and Treasury to produce accompanying reports to inform Government Plan

A RAPIDLY MODERNISED CIVIL SERVICE THAT ENGAGES MORE PROFESSIONALLY AND PRODUCTIVELY WITH THE COMMUNITY AND EMPLOYEES, WITH MANAGERS HAVING GREATER ACCOUNTABILITY FOR DELIVERY OF SERVICES.

- Government departments to be reorganised in line with Ministries but with Chief Executive heading:
 - Improvement Department Responsible for developing and delivering a single improvement and efficiency agenda for the organisation and provision of IT systems that interface while GDPR compliant (subject to external procurement service)
 - Legal Services/Compliance Department separate from Law Officers' Department
- Ministries to be directed by Minister acting in Ministerial Panels with support of Chief Executive

Savings in costs for consultants to be investigated

Savings from legal claims/settlements to be investigated/estimated

- build on the way in which the Treasury partnered with Ernst and Young to improve its own capability by transferring senior management of certain areas of government administration to the private sector (to the extent not transferred to specially constituted local trusts in the case of health and education) while retaining and retraining frontline staff and essential managers:
 - senior HR management (including drafting job descriptions of, and seeking applications for, recruitment of senior managers and implementation of Comptroller & Auditor General recommendations to improve States Employment Board and Jersey Appointments Commission) :
 - without prejudicing ability of strategic delivery panels for education and health to recruit/procure separately to serve specialised strategy
 - along with updating of Code of Conduct to include prohibition on dishonesty
 - general procurement (see below)
 - public property management (including in health and education but excluding Andium -managed properties)
 - recruitment/active headhunting for independent government panels to avoid conflicts of interests, doubling up of roles and ‘cosy clubs’

in each case using a selection panel comprising independent non-public sector HR/property management/procurement professionals with leading Island organisations selected by the

Chief Minister with the assistance of his two independent special advisers.

- Change recruitment and procurement rules so that:
 - Tenders need not be sought from recognised global suppliers such as in fields of cybersecurity with publication of cost comparison and weighting formula of suppliers' expertise
 - Strategic delivery panels for education and health can recruit/procure separately if justifiable in terms of delivery of cost-saving strategy (and to the extent recruitment is not carried out by the independent hospital/multi-academy trusts mentioned below)
 - Hospital/schools not to be constrained by civil service pay rules to the extent they can justify higher remuneration packages needed to compensate for accommodation costs (which can be more economical than flying in locums).
 - More proactivism in finding and selecting and providing training local applicants for top public service and key worker jobs to encourage locals to enter public service and ensuring job descriptions are not overly-weighted towards public sector backgrounds
- Jersey Appointments Commission to be re-constituted and reformed to bolster independence and remove conflict of interest of government admin support in accordance with Comptroller & Auditor General recommendations including:

<https://www.jerseyauditoffice.je/wp-content/uploads/2019/03/Role-and-Operation-of-the-States-Employment-Board-Report.pdf>

- a duty to report impropriety in recruitment processes to SEB; and
 - creation of a channel through which to report suspected improprieties
 - a majority of suitably qualified Islanders in the relevant field of expertise of the candidate, along with the CEO and relevant politicians
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- Strategic reorganisation and delivery plans for Ministries to be produced by adequately empowered independent strategic delivery panels who will develop separate strategic outcomes and performance measures for the relevant area of operation. In the case of the Economy Department this shall be led by the Economic Council and shall include a transition plan.
 - Government and other policy/report making resources to be directed towards open data and statistical report provision to produce evidence to support plans and objective decision making
 - Central policy department to be reconstituted support department for strategic delivery panels (with no power to mark own homework) to help produce risk assessment methodology.
 - Support administrative services to be provided by government to clinicians and teachers to free up patient attendance and teaching time and reduce intrusions on reasonable daily leisure time
 - Improved conflict of interest management through amendment and improved enforcement of code of conduct (content and enforcement plan to be produced externally) and training by external trainers.

- Improve accountability of senior civil servants by:
 - requiring Ministerial identification of senior civil servant responsible for States Assembly Proposition implementation and duty to provide report to States Assembly on implementation plan and timing of delivery
 - Ministers to present reports of senior civil servants and accompanying independent appraisal prepared by Minister with assistance of independent advisers, rather than to act as spokesman of civil service directly
 - rewrite of contracts by private sector HR professionals who will refer to performance measures with help of strategic delivery panels
 - amendment of Public Finances Law re accountability/answerability of Chief Executive and of States Employee law regarding accountability/answerability of senior civil servants
 - use of independent strategic delivery panels to set performance measures (including following of employment law procedures and code of conduct)
 - publishing claimed expenses
 - reinstatement of independent audit committees within government
- Amend employment law applying to States employees to:

- enable provision of new posts for ‘redundant’ senior managers and restrictions on compensation packages
- produce instant dismissal for
 - bullying (including unreasonable raising of voices) by managers
 - abuse of position (including using public property for personal use/gain)
 - failure to follow employment law procedures in suspending or dismissing staff

(all suspensions and dismissals and bullying claims to be reviewed independently and current process amended to bypass managers of whom complaint is made).

- amend restriction on political activity/statements so that it does not impede impartiality, objectivity and whistleblowing while deterring promotion of political theories/philosophies, political parties or political personalities
- state non-disclosure and settlement agreements with employees are not to be used to prevent disclosure of grounds for any claim by that employee against government
- government shall produce a public annual report of complaints made against managers identifying in which government department and the outcomes of those complaints.
- Administrative Justice law to be amended to provide:

- For legal right to good administration
- Duty of government decision makers to record written reasons for decision and in correspondence to advise of ability to appeal to Ombudsman
- government minutes to be published within strict timelines showing decided actions and persons responsible and to provide for establishment of Omsbudsmen
- legal duty of officers to provide information to Public Accounts Committee in form and timeframe reasonably requested

with similar duties for bodies funded by public grant.

- Freedom of Information Law to be amended to disallow ‘providing a safe place for Ministers/other public officials’ as a public interest argument, to remove general public policy exemption, and refine other vague terms such as commercial interests, economic/financial interests and insert reasonableness standard
- Public Ombudsman to be constituted with independent board (similar to Comptroller & Auditor arrangement) as a matter of urgency to provide recourse against poorly reasoned and decision making
- Government performance measures to be set by independent strategic delivery panels and measured by them using data reviewed by Chief Statistician

- Statistics Jersey to be indirectly managed by Treasury rather than centralised government policy department. Chief Statistician to be accountable to Statistics Authority which will be chaired by an independent statistician with the role of co-ordinating statistical report requests from strategic delivery panels. Statistics Authority to report concerns directly to Chief Minister and produce annual report to States Assembly
- Chief Statistician to have hiring and firing powers as well as professional authority over department statisticians.
- Public register of businesses awarded government contracts
- Jersey firms to manage government funds except where significant difference in management fees/capability
- Independent cybersecurity expert led investigation of government cybersecurity with needs/gaps analysis from architectural decomposition of existing systems, including location of encryption experts and data architects (if this has not already happened)

IMPROVED DELIVERY OF EDUCATION SERVICES

Local trust independent of government, led by head teachers of Jersey’s non-selective independent schools, to take over senior government management of non-independent schools with government as watchdog/co-producer who shall task the trust to

PSHE curriculum
<https://www.gov.je/SiteCollectionDocuments/Education/ID%20Jersey%20Curriculum%20PSHE%20including%20Citizenship%2020160531%20PH.pdf>

- reorganise education and educational facilities towards learning style and pace of individual children and implementation of PSHE (Personal, Social, Health, and Economic education).
- deliver a revised curriculum including
 - language support for children in non-English speaking households
 - provision of mental health first aiders, resilience and compassionate communication training

Mental Health aid
<https://mhfaengland.org>

(Need consistency and best global practice across the board while appreciating there is value in fostering different cultures within schools to support different needs .

- merger/expansion of current sixth form facilities This has contributed to hikes in cost of living and of housing while hampering Jersey's ability to fund and deliver desirable social and environmental measures, including essential climate change action, or to weather future global economic storms.
 -
- conduct gaps and needs analysis with government assistance and independent facilitation
- consult with heads of local states-funded and other grant funded schools in co-producing reorganisation plan and performance measures (depending on educational outcomes of different

facilities which shall not value academia alone) and pupil inclusivity values

- design curriculums that support ability of students to study higher education level worldwide and align with New Perspectives Report (including provision/promotion of engineering degrees) and World Economic Forum forecast future needed skills

Government separately, in consultation with independent schools to have have independent schools ‘earn’ grants by providing education/facilities that align with needs of children (e.g emotionally vulnerable requiring student support) as part of reorganised education offering

Strategic delivery panel comprising independent education and accounting experts to

- assist in creation of new education model
- co-produce with government and Highlands plan for new Highland College/university campus for Fort Regent with continued sport facilities
- consider use of education establishments that are empty outside term time and not used for childcare provision to support adult education programmes
- formulate proposals for government either to fund full costs of maintaining educational establishments on public property or to produce a fairer formula between independent schools.
- Government to provide independent facilitation to strategic delivery panel (for content capture), information on current

resourcing, budget information and related data and support in implementing delivery plan

- Government to act as watchdog and arrange inspections of all educational establishments
- Decisions regarding staff and pupil management to be documented with written reasons.
- Support administrative services to be provided by government to teachers to free up teaching time and reduce intrusions on reasonable daily leisure time
- Provide three-year budgeting for education projects to assist management of capital projects and discourage last minute spending (to extent not separate from government)
- Independent trust/strategic delivery panels for education can recruit/procure separately if justifiable in terms of delivery of cost-saving strategy
- Schools not to be constrained by civil service pay rules to the extent they can justify higher salaries needed to compensate for accommodation costs and more economical than flying in support teachers.
- Part time work for retired teachers or teachers close to retirement by those who seek it to be encouraged across education establishments to help staffing

IMPROVED DELIVERY OF HEALTH AND CARE SERVICES

- Hospital to be run by independent trust/independent health provider formed in Jersey:
 - in manner recommended by strategic delivery panel (and approved by Minister in new committee)
 - full hospital inspection date to be set by strategic delivery panel to set an inspection date after consultation with provider to help provide needs and gap analysis and performance measures
- Create strategic health and wellbeing delivery panel comprising of clinicians, representatives of primary care and third sector organisations delivering health care identified and approved by States Assembly to:
 - Co-produce overarching health and wellbeing strategic and delivery plan with a focus on research and innovation (to create a learning environment, encourage all health workers to question clinical decisions and research and use new health and digital innovations/solutions and to perform audit and clinical studies and publish data to improve/maintain quality of service)
 - Oversee needs and gap analysis
 - Reframe Jersey Care Model to maximise collaboration between stakeholders
 - Apply best known global practices/research and innovation
 - Consider:

- possible joint ventures with Guernsey
 - the sending of patients requiring elective/non-urgent surgery to France
 - feasibility of radiotherapy unit
 - siting across Island of outpatient clinics and clinical diagnostic units (xrays, scans)
- Government to provide independent facilitation to strategic delivery panel (for content capture), information on current resourcing, budget information and related data and support in implementing delivery plan
 - Government to act as watchdog and arrange inspections
 - Support administrative services to be provided by government to clinicians to free up patient attendance and teaching time and reduce intrusions on reasonable daily leisure time
 - Provide three-year budgeting for health projects to assist management of capital projects and discourage last minute spending
 - Decisions to be documented with written reasons. Minutes to be published.
 - Strategic delivery panels for health can recruit/procure separately if justifiable in terms of delivery of cost-saving strategy
 - (Hospital not to be constrained by civil service pay rules to the extent they can justify higher salaries needed to compensate for

accommodation costs and more economical than flying in locums – addressed by independent trust)

- Avoid the hospital being a massive infrastructure project which is unlikely to boost the economy without increasing staffing and construction worker accommodation problems while problems with health management remain ignored: reinstate modular plan for hospital and, as supported by the Atkins report. Build a new building (casualty and in patients) ideally on the undeveloped land on Waterfront first and find alternative land for housing (possibly partly at Overdale with Gloucester St site also being developed (outpatients) for the hospital), which is preferable for epidemic/pandemic control. Review appointment/contract of ROK.
- Part time work for clinicians close to retirement by those who seek it to be encouraged as well as part time health-related work for retired clinicians.
- Consider use of education establishments that are empty outside term time to support wellbeing programmes

**IMPROVED
CHILDCARE/CHILDREN IN
CARE SUPPORT**

- Plug the gap to provide free childcare for parents of 1-3 year olds and enable educational/wellbeing problems for children to be identified earlier by extending Parish nursery facility buildings and placing under management/control of child care professionals led by strategic Child Care delivery Panel with independent child care provider representation.
- Parenting classes to be compulsory at strategic life stages
- Strategic delivery panel to:

- produce delivery plan for children’s therapeutic centres including secure units that can also provide accommodation for UK children when surplus capacity
- review performance of Jersey Care Commission and outcome in context of Greenfields for lessons to be learned and delivery gaps
- address inequality between regulation of private childcare and government childcare.
- Powers of care of Minister for Children, Jersey Care Commission and Children’s Commissioner to be recreated as duties including
 - Children’s Commissioner’s power
 - to review the adequacy and effectiveness of services provided for children and young people by relevant authorities
 - to bring any infringement of rights of children and young people to the attention of the States and any relevant authority
 - Children’s Commission’s/Jersey Care Commission’s power to inspect premises promptly on receipt of complaint of independent professionals/specialist watchdogs

subject to resourcing. The Children’s Commissioner to produce an annual resourcing plan and to adopt accounting methodology

consistent with government accounting methodology except where this would contravene generally accepted accounting principles.

- Office of Children’s Commissioner to be reconstituted to make Children’s Commissioner accountable to an independent board (similar to Comptroller & Auditor arrangement) who shall have a duty to review complaints/ensure Ombudsman findings actioned and set performance measures.
- Complaints against Care Commission and Children’s Commissioner to be considered by Public Omsbudsman in first instance
- Enable use of education establishments that are empty outside term time for childcare provision.
- DBS checks for election candidates

IMPROVED ECONOMY MANAGEMENT

- See reform of EDD above
- Task Economic Development Department (EDD) and all other government departments to support Economic Council in preparing implementation delivery plan.
- EDD to be reorganised as advised by the Economic Council to:
 - encompass Finance industry support
 - support implementation plan of New Perspectives report and transition plan, both to be produced by Economic Council

- transfer sports and culture management to joint management of Education Strategic Delivery Panel and Economic Department in case of Culture and Health/Wellbeing Strategic Panel and Economic Department in case of Sport
- produce future tourism support plan identifying key tourist development areas, implementation plan for removal of obstacles to acquisition of sites by future tourist developers and oversight plan for planning applications
- Require living wage to be paid by all business establishments other than:
 - Farming establishments supporting food security strategy providing adequate accommodation to employees plus minimum wage
 - Visitor economy establishments providing adequate accommodation to employees in addition to minimum wage
 - Charitable establishments, farming and visitor economy establishments paying minimum wage or more to those receiving States or public sector pension or in full time [grant funded] education.
- Areas for red tape cutting:
 - Visa scheme for seasonal hospitality staff to be relaxed to enable immediate employment
 - Reduction of KYC to enable a local passport for investment funds.

CROSS-SECTOR STAFFING PROBLEMS

Address staffing crisis in the following sectors and industries, with government brexit management and the pandemic having exacerbated matters, reducing immigration as a source of labour (which has already contributed to an increased demand on housing):

- **Hospitality**
- **Healthcare**
- **Education**

- Relaxation of requirement for planning permission for farm shops to sell non-farm produce to improve range and viability
- Require investment advice on government investments to be provided locally if comparable service/ fees within 5% benchmark.
- See also ‘Cross sector staffing problems’
- Work with Chief Executive to find ways of incentivising locals with valuable New Economic knowledge to return to the Island
- Incentivise the employment of pensioners who are fit for part time work in the above-mentioned sectors and industries, through the following.
 1. For those entitled to Social Security pension, employment income from employment working three days or less for the above-mentioned industries to be income tax free; and
 2. Training for jobs in hospitality and care sectors to be centralised and subsidised by government (for hospitality and care providers employing part-time staff), in accordance with needs identified through a co-partnered plan with leading care and hospitality providers.

<ul style="list-style-type: none"> • Construction • Retail • Fishing <p>Address supply of part-time jobs exceeding demand for those islanders of median age of 52 and above who do not have the appetite for full - time work (with research showing the health of pensioners benefit from work one day a week)</p> <p>Address local employers discouraged from using local part-timers owing to additional training costs.</p>	<p>This Proposition needs to be costed with the Treasury, bearing in mind the potential for:</p> <ul style="list-style-type: none"> • increased productivity in these sectors • reduced social security costs (in combination with measures to ensure that it is less financially beneficial in terms of social security support for Islanders not to be employed than employed). <p>Ideally it could be extended to some Islanders in their mid-fifties</p>
<p>IMPROVED ENVIRONMENTAL AND ENERGY SUPPLY MANAGEMENT</p>	<ul style="list-style-type: none"> • Create Environmental champion and Environmental strategic delivery panel • Resource Planning Committee with independent planning inspector presence or legal adviser. Make it ultimate appeal body consistent with democratic principles short of Ombudsman review of reasons given plus recourse to courts. Create independent planning commission to oversee Planning Department. <p style="text-align: right;">Saving of costs of appeals</p>

- Rural Economy Strategy: Environmental strategic delivery panel to produce new plan with emphasis on contribution to:

- crops/produce supporting local food security/diversity
- environmental protection/climate change measures

and grants/subsidies to be reorganised accordingly with Technology Fund funding restoration of greenhouse areas to help produce crops as efficiently as in the Netherlands.

- Environmental strategic delivery panel to consider support for local fish processing plant and oyster beds in St Aubin's Bay and agricultural research and support
- Continue moratorium on grants of licences for hemp farming while Rural Economic Strategy being revised.
- Moratorium on Warwick Farm Country Park decision/renewal of hemp farm lease until hospital site resolved
- Bring the planning back into planning with Code to replace conflicting policy in Island Plan format. Parishes to consult with Parishioners for supporting areas development visions
- Additional Fuel duty from price increase to be diverted to subsidise short-term fuel needs and conversion of electric boilers of low income households along with insulation schemes. (There is an argument for increasing it with rebates to middle income earners to motivate investment in electric boilers/electric vehicles/renewable energy generation by top end earners. In time, it may need to subsidise increased electricity costs of low income

earners to extent pushed up by purchase of local renewable energy?).

- Encourage early adoption of solar energy by those who can afford it and address conflict of JEC being a commercial entity by:
 - Creating right for Islanders to receive fair deal for locally generated power from Jersey Electricity Company
 - legally imposing a legal requirement on JEC to
 - prioritise supply from locally generated power and to pay a ‘buy-rate’ at least higher than wholesale price for locally generated energy (alternatively rates to be lowered for those providing locally generated energy?); and
 - paying a higher rate than that for the first 3 years to the first 5,000 adopters of solar energy
 - collaborate with local renewable energy hardware suppliers with use of independent facilitator to agree roadmap for increased energy security (bearing in mind French political threats) and transition to meet Island energy demand supply from locally generated renewable energy, including target dates and performance measures, in line with government’s net zero plans
- Climate change fund to be applied to fund draft exclusion and insulation for low-income households and conversion to electric boilers (in that order)

	<ul style="list-style-type: none"> • Compulsory carbon negative schemes with offsetting at local level to be phased in (starting with government itself). • All new dwellings to have workstations to anticipate increased WFH/child schooling needs • Support tree planting and new tree strategy by changing Planning Law to require Minister to exercise tree replanting order powers under with ability to approve adequate substitution of trees taken down without planning permission unless Minister provides reasoned retrospective approval. • Tree strategy to be led by States Arboricultural Officer led team. • Removal of GST from local agricultural produce supplied locally. This could be presented as an option to retailers whose systems only favour GST uniformity.
<p>MORE MANAGEABLE COST OF LIVING</p>	<ul style="list-style-type: none"> • Additional Fuel duty from price increase to be diverted to subsidise fuel needs and conversion of electric boilers of low-income households along with insulation and draft proofing schemes. • Require living wage to be paid by all business establishments other than: • Farming establishments supporting food security strategy providing adequate accommodation to employees plus minimum wage • Visitor economy establishments providing adequate accommodation to employees plus minimum wage

- Charitable establishments, farming and visitor economy establishments paying minimum wage or more to those receiving States or public sector pension or in full time [grant funded] education.
- EDD to improve supply chain to bring prices down and to work on removing trade impediments to enable Jersey to meet a target for New Economy business set by the Economic Council to improve economy and job market
- Landlords to be encouraged to insulate properties and replace gas boilers by being allowed a tax deduction for cost from rental income.
- (With most election candidates supporting that the increase of minimum wage should be increased to the living wage)
 - Increase income tax threshold for low-income earners to £20,512 (the equivalent of a 35 hour week for those on the living wage), to ensure we do not give with one hand to take back with the other.
 - To anticipate an argument that the raised tax threshold would benefit the wealthier unnecessarily, while depriving the Treasury of funds, the raised threshold would only apply to those with taxable incomes of £25,000 or less and who certify they have savings/assets of less than £60,000 (or £40,000, if they own their own home mortgage free).
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<p>IMPROVED PUBLIC SPENDING</p>	<p>Resite hospital on undeveloped land at waterfront as part of modular development to include other sites including Gloucester Street and build social housing on other sites. Seek local private funding of hospital wards/specialist units from wealthy residents.</p> <p>Reduce government management structure as above</p> <p>Outsourcing of HR management/procurement and retraining as above.</p>	<p>NB reduction of costs through reduced claims against government/NDAs</p>
<p>IMPROVED PUBLIC PROPERTY MANAGEMENT</p>	<p>Outsource property management including of education and health establishments. In case of education establishments that are empty outside term time, enable use for child care.</p>	
<p>IMPROVED SOCIAL HOUSING AND HOUSING STOCK MANAGEMENT</p>	<ul style="list-style-type: none"> • Government to subsidise key worker accommodation (subject to funding which other areas of the Proposition list aim to address) • Provide more independence to Andium by reconstituting as a housing trust and manager of partially owned government housing • Treasury to adjust terms of loan provision to Andium so that margin over interest can be reinvested in social housing and to investigate use of States/public sector pension funds to invest in local social housing • Dissolve States of Jersey Development Company to enable development of suitable land by Andium for public housing at no additional cost to Andium • Amend competition law to allow collaboration between Andium and housing trusts to produce plan for additional social housing (retaining provisions that target prejudicial cartel arrangements) 	

- Designated conservation areas in St Helier to be coupled with selective property delisting plans in St Helier to help preserve character areas while enabling new social housing development.
- Establish independent strategic delivery panel for improved public transport provision (which could help support removal of requirement for new housing in St Helier to include parking provision)
- Affordable housing sites to be compulsorily purchased by government before on-selling with agreed pricing/development concept plan. To include pod housing for those just leaving home. Affordable gateway to be less restrictive.
- Improved supply chain should reduce construction costs (see EDD reform)
- Improved mental health care and addiction treatment should assist in addressing many homeless.
- Improved economy/job opportunities and increased social housing supply (and reduced building supply costs) should increase ability to afford housing.
- Improved public property management and improved economic planning should release more sites for housing
- Implement tax disincentive (administered through Parishes) on second homes/abandoned accommodation if not rented out with allowances for reasonable renovation breaks or absence for health reasons

Dwelling-Houses (Rent control)
(Jersey) Law 1946
https://www.jerseylaw.je/laws/current/Pages/18.270.aspx#_Toc83291341

- Reduce stamp duty by removal costs for downsizers
 - Consider update of Dwelling-Houses (Rent control) (Jersey) Law as follows:
 - Extend to accommodation other than houses
 - Manner of regulating return on capital. E.g., Rent tribunal on application could either:
 - confirm rent is compliant with a formula referencing acquisition and maintenance costs (as can be supported by landlords' records) plus an investment margin to cover RPI (less housing cost element) and provide a return on capital rate bank base rate/agreed investment ; or
 - order reduction/rebate in accordance with the formula,
- but this may have the result of reducing rental accommodation supply or triggering sales that lead to rent increase. Increased social housing supply rather than artificial rent control therefore could be the better solution.

A FAIRER TAX SYSTEM

Economic Department to produce calculations/justification for current high value resident requirements with a view to reviewing rules for new entrants

Panel of independent local tax specialists to be constituted to produce needs and forecast needs and gap analysis supported plan to reform tax system focussing on following:

Married couple marginal relief
<https://statesassembly.gov.je/assemblypropositions/2021/p.78-2021%20com.pdf>

	<ul style="list-style-type: none"> • Use/occupation of resources such as non-agricultural land and local/immigrant labour • Non-use/occupation of non-agricultural land in ownership • Removal of anomalies within certain business sectors • Enable locals to avoid income tax on investments by use of companies other than private pension companies • Personal pension provision tax deductions for self-employed. for <p>With respect to taxes on unused dwellings, interaction with the Parish rate system needs consideration.</p> <p>Removal of GST from local agricultural produce supplied locally. Its removal from healthy staple items presented as an option to retailers (some of whose systems only favour GST uniformity).</p>
<p>IMPROVE IMMIGRATION MANAGEMENT</p>	<p>Public sector managers released by government will be free to take on roles that might otherwise require immigration and supported with retraining packages</p>
<p>IMPROVED LEGAL SERVICES</p>	<p>Further legal aid reform to enable Jersey qualified lawyers of more than three years post local qualification to provide inhouse legal services (and more than five years post qualification experience independent consultancies without disincentive of legal aid commitments.</p> <p>Government to create new inhouse legal department to support executive operations</p>

<p>IMPROVED PRISONS</p>	<p>Improvements in education, mental health care and job prospects will all assist</p>	
<p>IMPROVED LAW ENFORCEMENT/DRUG CONTROL/ACTION AGAINST CRIMINAL DAMAGE</p>	<p>Introduce 2 tier anti-social behaviour orders for under 18s who have inflicted criminal damage or littering of a public place comprising initial community service orders that can be imposed by honorary police with fines on parents that can be imposed by court in the event of non-compliance, provided the Children’s Commissioner’s recommendations published in her Youth Justice Report at the end of last year are respected.</p> <p>Minister for Health and Minister for Home Affairs to investigate decriminalisation of personal cannabis use and licensing of supply to reduce incentive for dealing and illegal importation (costs could be funded by tax revenue as with tobacco). Offences for driving under influence to be retained. Proactive cooperation with the UK Home Office, the London Drugs Commission and the Bailiwick of Guernsey on the issue of cannabis legalisation in order that an acceptable path forward can be established.</p> <p>Extend draft Crime (Prejudice and Public Disorder) Law to prejudice on grounds of biological sex, pregnancy and maternity and age</p>	<p>Children’s Commissioner’s Youth Justice Report (https://www.childcomjersey.org.je/media/1572/8637-cco-yj-publication-digital.pdf)</p> <p>greater investment in cameras to assist in policing and the imposition of community service orders through the PHE system where there is clear visual evidence of under 18 year old anti-social behaviour</p> <p>DRAFT CRIME (PREJUDICE AND PUBLIC DISORDER) (JERSEY) LAW 201-</p> <p>https://www.gov.je/SiteCollectionDocuments/Crime%20and%20justice/C%20CPPD%20consultation%20NF.pdf (Explanatory document)</p> <p>https://www.gov.je/SiteCollectionDocuments/Crime%20and%20justice/LD%20DraftCrime(PrejudiceandPubli</p>

PUBLIC PROPERTY CONFISCATION	To go to States of Jersey rather than Crown	cDisorder)(Jersey)Law201- _Draft%208A%20(Consultation%20 draft).pdf
CHARITY REGULATION	[Gov to have power to enquire and regulate U.K. charities operating here in respect of those operations – confirm not happening]	