

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

28th September 2022

Proposition No. P.2022/70

Committee for Employment & Social Security

The Prevention of Discrimination (Guernsey) Ordinance, 2022

AMENDMENT

Proposed by: Deputy C Blin
Seconded by: Deputy D De Lisle

At the end of the Proposition add: “, subject to the amendment indicated below”.

After paragraph 22 of the Schedule, insert:-

"Small employers.

23. (1) This Ordinance, so far as relating to the protected ground of carer status, does not apply to any employer of five or fewer employees.

(2) No employer of five or fewer employees is under a duty to make reasonable adjustments for a disabled person under section 32 or 33.",

and renumber subsequent provisions and amend relevant cross-references accordingly.

Rule 4(1) information

a) The proposition contributes to the States' objectives and policy plans as it is in line with the States strategic objective of introducing legislation to prevent discrimination.

b) In preparing the proposition there have been discussions and communications about the amendment with the President and Members of the Committee for Employment and Social Security and Committees Officers.

c) The proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.

d) There are no financial implications to the States of carrying the proposal into effect.

Explanatory Note

Guernsey has a many locally owned and managed small businesses. This amendment will reduce the financial and management pressures for businesses with 5 employees or less which are too small to absorb the impact of these changes.