

Article 22 of the Constitution of the ILO

Report for the period from 1 September 2010 to 31 August 2015 made by the States of Guernsey

on the

MINIMUM AGE (SEA) CONVENTION, 1920

(NO. 7)

(extension registered on 14 July 1921)

Part I

The Merchant Shipping (Bailiwick of Guernsey) Law, 2002 (Commencement) Ordinance, 2013 brought Part III of the Merchant Shipping (Bailiwick of Guernsey) Law, 2002 into force on 4 February 2013. Part III of the Law contains section 53 which prohibits the employment of any person under school leaving age from being employed in any Guernsey ship. School leaving age in Guernsey is 16 years.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical difficulties in the implementation of the Convention.

Part VI

Copies of this report have been made available on the States of Guernsey (www.gov.gg/periodicreports) website for local employer and worker organisations.

States of Guernsey
Raymond Falla House
La Longue Rue
St. Martin
Guernsey
GY1 6AF

18 August 2015

Article 22 of the Constitution of the ILO

Report for the period from 1 September 2010 to 31 August 2015 made by the States of Guernsey

on the

UNEMPLOYMENT INDEMNITY (SHIPWRECK) CONVENTION, 1920 (NO. 8)

(extension registered on 12 March 1926)

The Merchant Shipping (Bailiwick of Guernsey) Law, 2012 (Commencement) Ordinance, 2013 brought Part III of the Merchant Shipping (Bailiwick of Guernsey) Law, 2002 into force on 4 February 2013. Part III of the Law contains section 36 (right, or loss of right, to wages in certain circumstances).

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States of Guernsey
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18 August 2015

Direct Request (CEACR) - adopted 2011, published 101st ILC session (2012)

Article 2 of the Convention. Unemployment indemnity in case of shipwreck.

The Committee notes the adoption of the Merchant Shipping (Bailiwick of Guernsey) Law, 2002, in particular section 36, which essentially reproduces section 38 of the United Kingdom Merchant Shipping Act 1995, and which fully implements the basic requirement of the Convention. The Committee understands that the Convention may be of diminishing relevance as the United Kingdom Merchant Shipping (Categorisation of Registries of Relevant British Possessions) Order, 2003, does not permit the registration of passenger vessels on international voyages, commercial vessels over 150 gross tons and of pleasure vessels over 400 gross tons, and therefore the number of seafarers to whom the Convention would eventually apply may be extremely limited. *The Committee accordingly requests the Government to keep the Office informed of any developments which might have an impact on the application of the Convention*

The States of Guernsey acknowledges the request and confirms that information will be provided on any developments.

Part V of the report form. Application in practice.

The Committee notes the Government's indication that at present there are approximately 20 full-time employed seafarers who would enjoy the protective coverage of the Convention. *The Committee requests the Government to continue to provide up-to-date information on the application of the Convention in practice, including, for instance, the number of seafarers covered by the relevant legislation and the number of any maritime casualties involving Guernsey-registered vessels and the payment of indemnities to the seafarers concerned.*

The estimate of the number of fishermen who are employed full-time in the commercial fishing fleet remains at 20. In addition there may be up to 30 fishermen employed on a temporary or seasonal basis, the number will peak during the summer.

There have been no Guernsey registered vessels wrecked or otherwise lost in circumstances in which the provisions of the Convention would apply.

Finally, the Committee recalls that the main provisions of the Convention are now reflected in Regulation 2.6 and the corresponding Code of the Maritime Labour Convention, 2006 (MLC, 2006), which requires the payment of compensation in the event of the ship's loss or foundering not only for the resulting unemployment but also for injury or loss. The Committee considers, therefore, that compliance with Convention No. 8 will facilitate the implementation of the respective provisions of the MLC, 2006.

Noted.

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2010 to 31 August 2015 made by the States of Guernsey

on the

MEDICAL EXAMINATION OF YOUNG PERSONS (SEA) CONVENTION, 1921 (No. 16) (extension registered on 8 March 1926)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical changes to the implementation of the Convention.

Part VI

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States of Guernsey
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18 August 2015

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2010 to 31 August 2015 made by the States of Guernsey

on the

SEAMEN'S ARTICLES OF AGREEMENT CONVENTION, 1926 (No. 22) (extension registered on 14 June 1929)

Part I

The Merchant Shipping (Bailiwick of Guernsey) Law, 2012 (Commencement) Ordinance, 2013 brought Part III of the Merchant Shipping (Bailiwick of Guernsey) Law, 2002 into force on 4.2.13. Part III of the Law contains section 23 (crew agreements) which further implements requirements of ILO 22 relating to articles of agreement.

[The Seafarer Recruitment and Placement Services \(Maritime Labour Convention 2006\) \(Guernsey and Alderney\) Ordinance, 2013](#) was brought into force on 1 November 2013. Part III of the Law includes protections in respect of seafarers by a manning agency.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical changes in the implementation of the Convention.

Part VI

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States of Guernsey
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18 August 2015

Article 22 of the Constitution of the ILO

Report for the period from 1 September 2010 to 31 August 2015 made by the States of Guernsey

on the

SICKNESS INSURANCE (SEA) CONVENTION, 1936 (No. 56)

(extension registered on 30 September 1944)

As this is not a first report to the Committee, this document only refers to articles of the Convention under which changes to legislation have been made since 1 September 2010.

Social Insurance Legislation

Article 2

With effect from 27 July 2011, Section 64 of the Social Insurance (Guernsey) Law, 1978 was amended to allow the States of Guernsey Social Security Department to make Regulations enabling the Department to deduct, or to authorise the deduction, from any sum payable by way of benefit any fee, cost or charge incurred by the Department in connection with making payment of that sum.

On 29 March 2012, the Social Insurance (Benefits) (Amendment) Regulations, 2012 were made under this new provision and enabled the Department to authorise its overseas banking provider to deduct transaction costs from benefit payments to people living overseas (i.e. outside Guernsey), with effect from 2 April 2012, except where such a deduction is prohibited under the terms of any agreement with the government of any country outside Guernsey providing for reciprocity in social security matters.

Benefit rates have been increased annually, by an amount at least equal to the local index of retail prices.

A list of amending Social Insurance legislation is detailed in Appendix 1 to this report.

The continuous text of the Social Insurance (Guernsey) Law, 1978 is available by clicking [here](#).

Article 6

Bereavement Allowance is one of three bereavement benefits administered by the Social Security Department. Introduced on 1 January 2004, bereavement allowance replaced the former widow's pension, as part of reforms for gender equality, as referred to in the last report made by the States of Guernsey.

Pre-2004, widow's pension was only payable to women, with no dependent children, who were over the age of 40 and under pensionable age when they were widowed. It was payable from the date the spouse died (or from the date the claimant ceased to be entitled to widowed parent's allowance) to the date the widow reached pensionable age i.e. a maximum period of 25 years.

The bereavement allowance provides financial assistance to a surviving spouse with no dependant children, for a limited period. Unlike its predecessor, it is equally available to men and women for up to one year following bereavement.

The requirement in the Social Insurance (Guernsey) Law, 1978 that the “qualifying spouse” must be over 45 years of age at the time of their spouse’s death in order to qualify for bereavement allowance was repealed with effect from 31 October 2012.

Health Service Legislation

Article 3

A person who is ordinarily resident in Guernsey, Alderney, Herm or Jethou and who is an insured person or the child of an insured person is entitled to various benefits under the Health Service (Benefit) (Guernsey) Law, 1990.

Medical benefit is a grant towards the cost of a consultation for a medical purpose with a medical practitioner or nurse. The amount of the grant is reviewed annually. In 2015, the amount of the grant is £12 where the consultation was with a medical practitioner and £6 where the consultation was with a nurse.

Pharmaceutical benefit is the drugs and medicines requisite for a person’s treatment. A limited list of drugs and medicines available as pharmaceutical benefit which may be ordered to be supplied by medical prescriptions issued by medical practitioners or dentists are prescribed by Regulation. The limited list has been amended several times since the last report.

Persons are required to pay a prescription charge per item of pharmaceutical benefit dispensed. The 2015 charge is £3.40 per item. With effect from 1 January 2012, persons in receipt of attendance allowance (subsequently renamed severe disability benefit) were made exempt from paying the prescription charge.

The Specialist Health Insurance Scheme is a statutory scheme through which residents of Guernsey, Alderney, Herm and Jethou may receive specialist care and treatment free of charge. The scope of specialist medical benefit was expanded with effect from 1 January 2014 to include consultations, treatments and procedures provided by an approved visiting medical specialist. In practice, this legislation change simply altered the funding mechanism for consultations, treatments and procedures carried out by visiting medical specialists which had previously been funded through general taxation.

The scope of specialist medical benefit was further expanded with effect from 1 January 2015 to include consultations with an approved Primary Care Mental Health and Wellbeing Practitioner. The Primary Care Mental Health and Wellbeing Service (‘the Service’) provides free access to psychological therapies for people with mild to moderate common mental health problems, using a stepped-care model, at a primary care level. The Service commenced on a pilot basis in September 2011 and was made permanent in January 2015. Prior to the development of the pilot Service, there was no ‘free to access’ service provision for people with mild to moderate common mental health conditions. The Service aims to provide early intervention, thereby helping to prevent further deterioration into more complex and severe mental health disorders.

A list of the amending Health Service legislation is detailed in Appendix 2.

The continuous text of the Health Service (Benefit) (Guernsey) Law, 1990 is available by clicking [here](#).

Copies of this report have been made available on the States of Guernsey (www.gov.gg/periodicreports) website for local employer and worker organisations.

Social Security Department
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September 2015

Appendix 1

Changes to Social Insurance Legislation - 1 September 2010 to 31 August 2015

Social Insurance

The Social Insurance (Guernsey) Law (Amendment) Ordinance, 2011

The Social Insurance (Guernsey) Law (Amendment) Ordinance, 2012

The Social Insurance (Rates of Contributions and Benefits, etc.) Ordinance, 2010

The Social Insurance (Rates of Contributions and Benefits, etc.) Ordinance, 2011

The Social Insurance (Rates of Contributions and Benefits, etc.) Ordinance, 2012

The Social Insurance (Rates of Contributions and Benefits, etc.) Ordinance, 2013

The Social Insurance (Rates of Contributions and Benefits, etc.) Ordinance, 2014

The Social Security (Reciprocal Agreement with the Republic of Chile) Ordinance, 2015

S.I. No. 117 of 2010 - The Social Insurance (Benefits) (Amendment) Regulations, 2010

S.I. No. 32 of 2011 - The Social Insurance (Benefits) (Amendment) Regulations, 2011

S.I. No. 54 of 2011 - The Social Insurance (Benefits) (Amendment No.2) Regulations, 2011

S.I. No. 16 of 2012 - The Social Insurance (Benefits) (Amendment) Regulations, 2012

S.I. No. 72 of 2012 - The Social Insurance (Benefits) (Amendment No. 2) Regulations, 2012

S.I. No. 6 of 2013 - The Social Insurance (Benefits) (Amendment) Regulations, 2013

S.I. No. 69 of 2013 - The Social Insurance (Benefits) (Amendment No. 2) Regulations, 2013

S.I. No. 78 of 2014 - The Social Insurance (Benefits) (Amendment) Regulations, 2014

S.I. No. 44 of 2011 - The Social Insurance (Back to Work Benefits) (Amendment) Regulations, 2011

S.I. No. 58 of 2014 - The Social Insurance (Back to Work Benefits) (Amendment) Regulations, 2014

S.I. No. 56 of 2011 - The Social Insurance (Classification) (Amendment) (Guernsey) Regulations, 2011

S.I. No. 43 of 2012 - The Social Insurance (Contributions) (Amendment) Regulations, 2012

S.I. No. 73 of 2012 - The Social Insurance (Contributions) (Amendment No.2) Regulations, 2012

S.I. No. 101 of 2014 - The Social Insurance (Contributions) (Amendment) Regulations, 2014

S.I. No. 100 of 2014 - The Social Insurance (Classification) (Amendment) (Guernsey) Regulations, 2014

Appendix 2

Changes to Health Service Legislation - 1 September 2010 to 31 August 2015

Health Service

The Health Service (Benefit) (Guernsey) (Amendment) Law, 2010

The Health Service (Benefit) (Amendment) Ordinance, 2010

The Health Service (Benefit) (Amendment) Ordinance, 2011

The Health Service (Benefit) (Amendment) (No.2) Ordinance, 2011

The Health Service (Benefit) (Amendment) Ordinance, 2012

The Health Service (Benefit) (Amendment) Ordinance, 2013

The Health Service (Benefit) (Amendment) Ordinance, 2014

The Health Service (Specialist Medical Benefit) (Amendment) Ordinance, 2013

The Health Service (Specialist Medical Benefit) (Amendment) Ordinance, 2014

The Health Service (Benefit) (Nurse Prescribers) Ordinance, 2013

S.I. No. 88 of 2010 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 4) Regulations, 2010

S.I. No. 91 of 2010 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 5) Regulations, 2010

S.I. No. 99 of 2010 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 6) Regulations, 2010

S.I. No. 5 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) Regulations, 2011

S.I. No. 13 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefits) (Amendment No. 2) Regulations, 2011

S.I. No. 19 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefits) (Amendment No. 3) Regulations, 2011

S.I. No. 37 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 4) Regulations, 2011

S.I. No. 38 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 5) Regulations, 2011

S.I. No. 52 of 2011 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment No. 6) Regulations, 2011

S.I. No. 5 of 2012 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) Regulation, 2012

S.I. No. 25 of 2012 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No. 2) Regulations, 2012

S.I. No. 33 of 2012 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.3) Regulations, 2012

S.I. No. 52 of 2012 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.4) Regulations, 2012

S.I. No. 5 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) Regulations, 2013

S.I. No. 27 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.2) Regulations, 2013

S.I. No. 35 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.3) Regulations, 2013

S.I. No. 42 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.4) Regulations, 2013
S.I. No. 68 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.5) Regulations, 2013
S.I. No. 78 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No. 6) Regulations, 2013
S.I. No. 87 of 2013 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.7) Regulations, 2013
S.I. No. 8 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) Regulations, 2014
S.I. No. 11 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.2) Regulations, 2014
S.I. No. 16 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.3) Regulations, 2014
S.I. No. 25 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.4) Regulations, 2014
S.I. No. 57 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.5) Regulations, 2014
S.I. No. 69 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.6) Regulations, 2014
S.I. No. 99 of 2014 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.7) Regulations, 2014
S.I. No. 9 of 2015 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) Regulations, 2015
S.I. No. 33 of 2015 - The Health Service (Benefit) (Limited List) (Pharmaceutical Benefit) (Amendment) (No.2) Regulations, 2015

S.I. No. 118 of 2010 - The Health Service (Medical Appliances) (Amendment) Regulations, 2010
S.I. No. 53 of 2011 - The Health Service (Medical Appliances) (Amendment) Regulation, 2011
S.I. No. 71 of 2012 - The Health Service (Medical Appliances) (Amendment) Regulations, 2012
S.I. No. 77 of 2013 - The Health Service (Medical Appliances) (Amendment) Regulations, 2014

S.I. No. 3 of 2011 - The Health Service (Payment of Authorised Suppliers) (Amendment) Regulations, 2011
S.I. No. 7 of 2012 - The Health Service (Payment of Authorised Suppliers) (Amendment) Regulations, 2012
S.I. No. 56 of 2012 - The Health Service (Payment of Authorised Suppliers) (Amendment No.2) Regulations, 2012
S.I. No. 8 of 2013 - The Health Service (Payment of Authorised Suppliers) (Amendment) Regulations, 2013
S.I. No. 12 of 2014 - The Health Service (Payment of Authorised Suppliers) (Amendment) Regulations, 2014
S.I. No. 102 of 2014 - The Health Service (Payment of Authorised Suppliers) (Amendment No.2) Regulations, 2014

S.I. No. 4 of 2011 - The Health Service (Payment of Authorised Appliance Suppliers) (Amendment) Regulations, 2011
S.I. No. 6 of 2012 - The Health Service (Payment of Authorised Appliance Suppliers) (Amendment) Regulations, 2012
S.I. No. 7 of 2013 - The Health Service (Payment of Authorised Appliance Suppliers) (Amendment) Regulations, 2013
S.I. No. 13 of 2014 - The Health Service (Payment of Authorised Appliance Suppliers) (Amendment) Regulations, 2014

S.I. No. 103 of 2014 - The Health Service (Payment of Authorised Appliance Suppliers) (Amendment No.2) Regulations, 2014

S.I. No. 79 of 2013 - The Health Service (Pharmaceutical Benefit) (Amendment) Regulations, 2013

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2010 to 31 August 2015 made by the States of Guernsey

on the

STATISTICS OF WAGES AND HOURS OF WORK CONVENTION 1938 (NO.63)

(extension registered on 26 May 1947)

Part I

No changes since the last report.

Part II

Article 1 – headline data on average earnings have been published in the States Strategic Monitoring Report (www.gov.gg/kpi) and the Facts and Figures booklet (www.gov.gg/ff) since 2011. This information and additional further detail, which first became available in 2012, are available in the Guernsey Earnings Bulletin.

This bulletin monitors average earnings of all employees and provides breakdowns of average earnings by age, gender and sector. The data are supplied by the Social Security Department and include only employed individuals. The averages reported relate to individuals (not households) and include full and part-time workers, so the trends can be affected by the number of hours worked as well as rate of pay. This provides a measure of the underlying trend and change in earnings.

Part III

The Policy Council is responsible for compiling statistics in accordance with this Convention.

Part IV

There are no relevant decisions.

Part V

There are no practical challenges to the implementation of the Convention.

Part VI

Copies of this report have been made available on the States of Guernsey (www.gov.gg/periodicreports) website for local employer and worker organisations.

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Direct Request (CEACR) - adopted 2011, published 101st ILC session (2012)

The Committee notes the Government's report which was received at the ILO on 25 August 2010. It notes that the report is confined to indicating that no changes have occurred. In its

previous report, the Government had indicated that it regularly collects information relating to statistics on wages and hours of work through its tax and social security systems and that it carries out an annual voluntary survey of a cross-section of local businesses, with the purpose of seeking information on wages and hours of work; it also periodically obtains relevant information through its arbitration and conciliation services in the event of disputes relating to pay and conditions of work.

The Committee recalls that according to Articles 1, 5, 6, 9 and 10 of the Convention, statistics relating to wages and hours of work should be compiled, published and communicated to the ILO on a regular basis. *The Committee requests the Government to communicate statistics of average earnings and of hours actually worked at the earliest possible date.*

In this regard, the Committee draws the Government's attention to Resolution I adopted by the 18th International Conference of Labour Statisticians concerning the measurement of working time. This document defines new concepts and measures in this area of statistics and can be accessed at the following link:

[http://www.ilo.org/global/What we do/Statistics/standards/resolutions/lang--en/docName--WCMS_112455/index.htm](http://www.ilo.org/global/What_we_do/Statistics/standards/resolutions/lang--en/docName--WCMS_112455/index.htm)

Information in relation to average earnings of all employees are provided in the Guernsey Earnings Bulletin (www.gov.gg/earnings) which has been published annually since 2012.

The Policy & Research Unit at Policy Council provide data to the ILO Statistics Department on an annual basis, which include data on hours worked.

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2010 to 31 August 2015 made by the States of Guernsey

on the

CERTIFICATION OF SHIP'S COOKS CONVENTION, 1946 (No. 69) (extension registered on 29 July 1949)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical difficulties in the implementation of the Convention.

Part VI

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on the

CERTIFICATION OF ABLE SEAMEN CONVENTION, 1946 (No. 74) (extension registered on 3 December 1956)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical difficulties in the implementation of the Convention.

Part VI

No changes have occurred in respect of the legislation and practice affecting the application of the Convention since the previous report.

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18 August 2015

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Report for the period from 1 August 2012 to 31 August 2015 made by the States of Guernsey

on the

FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE CONVENTION, 1948 (No. 87)

(extension registered on 27 June 1949)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

There have been no practical difficulties in the implementation of the Convention.

Part VI

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18 August 2015

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2012 to 31 August 2015 made by the States of Guernsey

on the

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (No. 98)

(extension registered on 30 July 1950)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

There are no relevant decisions.

Part IV

There have been no practical difficulties in the implementation of the Convention.

Part VI

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Article 22 of the Constitution of the ILO

Report for the period from 1 August 2012 to 31 August 2015 made by the States of Guernsey

on the

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (No. 98)

(extension registered on 30 July 1950)

Part I

No changes since the last report.

Part II

No changes since the last report.

Part III

There are no relevant decisions.

Part IV

There have been no practical difficulties in the implementation of the Convention.

Part VI

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Article 22 of the Constitution of the ILO

Report for the period from 1 August 2012 to 31 August 2015 made by the States of Guernsey

on the

EMPLOYMENT POLICY CONVENTION, 1964 (NO. 122)

(extension registered on 2 May 1967)

Part I

[The Supplementary Benefit \(Guernsey\) \(Amendment\) Law, 2014](#) came into force on 1 December 2014 which amends criteria of those eligible for supplementary benefit.

Part II

Following resolutions of the States of Deliberation in March 2012¹, Social Security launched its Progress to Work initiative in May 2014. The initiative is aimed at working age people in receipt of supplementary benefit (Guernsey's means-tested welfare benefit). The Supplementary Benefit (Guernsey)(Amendment) Law, 2014 requires all beneficiaries, including single parents with children under the age of seven, to engage with the 'work requirement'. Social Security has worked closely with the College of Further Education to develop a suite of courses to prepare people for work and has developed a specific framework to help single parents get ready for employment that includes action plans and an assessment of training needs. It is important to note however:

*"...although much of this [initiative] talks about a new, 'work-focused' approach to supplementary benefit, that focus will never be universal. Those who are not able, or not expected, to work will not be under any obligation to do so. Nor will the focus on work ignore the many barriers to employment which some people face – barriers including lack of appropriate training or qualifications, long-term absence from work or lack of basic application and presentation skills. Rather, for those who are able and expected to work, the scope of return-to-work support available will be expanded and tailored to meet their needs, and allow them to meet their obligations."*²

Since the initiative began, the supplementary benefit team has referred over 300 people to the Job Centre.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

No changes since the last report

¹ Social Security Department, *Modernisation of the supplementary benefit scheme – phase 1*, Billet D'État V 2012: <http://www.gov.gg/CHttpHandler.ashx?id=5548&p=0>

² P.961, *ibid*

Part VI

Guernsey's latest labour market bulletin (www.gov.gg/lmb, June 2015) contains trends in employment, unemployment and employers. The States Strategic Monitoring Report 2015 (www.gov.gg/kpi, pages 20 to 22) reported that unemployment remained on target in 2014, but at the maximum level of 2% for continuing of full employment. The trend in the employment rate was stable.

Part VI

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Direct Request (CEACR) - adopted 2012, published 102nd ILC session (2013)

Article 1 of the Convention. Implementation of an active employment policy.

The Committee notes the information provided by the Government in its report received in August 2012, along with the Guernsey Quarterly Labour Market Bulletin of June 2012. The Committee notes a slight increase in total employment from the first quarter of 2010 (31,605 persons) to the first quarter of 2012 (32,109 persons). In this same period, unemployment slightly increased, from 339 to 416 people. The Government indicates in its report that the States Strategic Plan 2011–16 has the following general objectives: to achieve full employment; to develop a skilled and flexible labour market; to promote equality of educational opportunity; and to encourage all who need, or are able, to work to find employment. The Government also reports that it has introduced a system of monitoring performance against strategic aims. The States Strategic Monitoring Report 2011 provided that key performance indicators will be developed in order to monitor the progress of the skills strategy, which the Skills Strategy Development Group has been tasked with producing. The group has identified the need to improve the information and evidence on Guernsey's skills and skills needs. *The Committee invites the Government to continue to provide information on employment and training measures launched within the implementation of an active employment policy.*

The States of Guernsey confirms it will continue to provide updates on the Skills Strategy Development. Part 6 of the Commerce and Employment Department Business Plan 2015 sets out a number of projects and initiatives which, taken together, are intended to create an environment in which business can thrive and new businesses can develop.

In addition, the Skills Guernsey group is currently pursuing the following initiatives:

Skills Gap Analysis

- The information gathered through a research report prepared by BMG Research Ltd, entitled "Guernsey Employer Skills Survey 2014", has been discussed with business groups and the providers of training and education. Through Skills Guernsey, an action plan should be developed by the end of 2015 for addressing and delivering the objectives identified within the BMG report.

Digital Wisdom

- Skills Guernsey's aim to fulfil its vision for a digitally-wise island is: "to deliver the digital knowledge, capability and confidence that will provide economic and social benefit to the Island. [Its] aim is to have a digitally 'wise' society by 2018".
- The Digital Skills Working Group is currently developing various initiatives that will help in the development of all islanders' digital skills.

Article 22 of the Constitution of the ILO

Report for the period from 1 August 2010 to 31 August 2015 made by the States of Guernsey

on the

LABOUR ADMINISTRATION CONVENTION, 1978 (No. 150)

(extension registered on 12 May 1981)

Part I

The following legislation has been registered and enacted in Guernsey since the last report:

[The Employment Agencies \(Enabling Provisions\) \(Bailiwick of Guernsey\) Law, 2012](#)

[The Seafarer Recruitment and Placement Services \(Maritime Labour Organisation Convention 2006\) \(Guernsey and Alderney\) Ordinance, 2013](#)

Part II

No changes since the last report.

Part III

No changes since the last report.

Part IV

There are no relevant decisions.

Part V

No changes since the last report

Part VI

No changes since the last report

Part VII

Copies of this report have been made available on the States of Guernsey (www.gov.gg/periodicreports) website for local employer and worker organisations.

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