

**IN THE STATES OF THE ISLAND OF GUERNSEY  
ON THE 11<sup>th</sup> DAY OF DECEMBER, 2015**

**The States resolved as follows concerning Billet d'État No XXIV  
dated 3<sup>rd</sup> November 2015**

**POLICY COUNCIL**

**MAINTAINING GUERNSEY'S WORKING POPULATION**

I.- After consideration of the Policy Letter dated 26<sup>th</sup> October, 2015, of the Policy Council, they are of the opinion:-

1. That, instead of absolute population numbers or migration levels, States Policies should be focused on ensuring that the Island's working population is of a size and make-up consistent with achieving the States' strategic economic, social and environmental objectives.
2. To rescind Resolution I(2) on Billet d'État IV, 2007.
3. That a new Population Objective in the following terms should be incorporated into the States Strategic Plan 2013-2017: That, as far as practicable, Guernsey's population should, in the long-term, be kept to the lowest level possible to achieve "The Statement of Aims" in this plan.
4. To direct all Departments, where appropriate, to take account of Proposition 3, namely the new Population Objective, in developing Departmental Policies and business plans.
5. To direct all States Departments to consider how best to support and encourage employees to remain in the work place until retirement age is reached.
6. To agree that the future Committee for Employment and Social Security, in accordance with its responsibilities for equality and social policy, and the future Committee for Home Affairs, in accordance with its responsibilities for population management policies, shall consult with other relevant committees as may be necessary and shall jointly report to the States by no later than September 2017 setting out their opinion, together with any recommendations considered necessary, on policy initiatives, including family-friendly policies, which would be capable of encouraging an increase in Guernsey's fertility rate and would be as close as possible to the natural replacement rate as described in paragraph 3.6.

S. M. D. ROSS

HER MAJESTY'S DEPUTY GREFFIER