

MC/MH/305

COUNCIL OF MINISTERS

(32nd Meeting)

2nd October 2019**PART A (Non-Exempt)**

All members were present, with the exception of Senator J.A.N Le Fondré, Chief Minister, from whom apologies had been received.

Senator L.J. Farnham, Deputy Chief Minister and Minister for Economic Development, Tourism, Sport and Culture  
 Senator S.Y. Mézec, Minister for Children and Housing  
 Senator T.A. Vallois, Minister for Education  
 Deputy J. Young, Minister for the Environment  
 Senator I.J. Gorst, Minister for External Relations  
 Deputy R.J. Renouf of St. Ouen, Minister for Health and Social Services  
 Connétable L. Norman of St. Clement, Minister for Home Affairs  
 Deputy K.C. Lewis of St. Saviour, Minister for Infrastructure  
 Deputy C.F. Labey, Minister for International Development  
 Deputy J.A. Martin of St. Helier, Minister for Social Security  
 Deputy S.J. Pinel of St. Clement, Minister for Treasury and Resources

In attendance -

Connétable C.H. Taylor, Assistant Chief Minister  
 Connétable R. A. Buchanan, Assistant Chief Minister  
 C. Parker, Chief Executive, States of Jersey  
 Dr. M. Egan, Greffier of the States  
 R.J. MacRae, Q.C., H.M. Attorney General  
 T. Walker, Director General for Strategic Policy, Planning and Performance  
 P. Bradbury, Head of Ministerial Support, Office of the Chief Executive  
 M. Moffat, Policy Principal, Children's Policy; Strategic Policy, Planning and Performance (items B2 and B3 only)  
 A. Heaven, Director of Children's Policy; Strategic Policy, Planning and Performance (item B2 only)  
 M. Rogers, director General for Children, Young People, Education and Skills (item B2 only)  
 F. Le Gros, Legal Advisor, Law Officers' Department (item B2 only)  
 A. Scate, Group Director, Regulation; Growth, Housing and Environment (item B3 only)  
 R. Bell, Treasurer of the States of Jersey (item B4 only)  
 K. Nutt, Group Director, External Relations, Office of the Chief Executive (item A2 only)  
 D. Walwyn, Director, Brexit Unit, External Relations, Office of the Chief Executive (item A2 only)  
 S. Skelton, Director, Strategy and Innovation; Strategic Policy, Planning and Performance (item B5 only)  
 Dr. L. Magris, Director of Environmental Policy; Strategic Policy, Planning and Performance (item B5 only)  
 D. Drieu, Head of Organisational Development and Learning, Chief Operating Office (item A3 only)

M. Duncan, People Services Business Analyst, Chief Operating Office (item A3 only)  
C. Madden, Chief of Staff, Office of the Chief Executive (item B6 only)  
M. Clark, Clerk to the Council of Ministers

Note: The Minutes of this meeting comprise Part A and Part B.

Minutes. A1. The Minutes of the meeting of 4th September 2019 (Part A and B) having previously been circulated, were taken as read and were confirmed.

Brexit update. A2. The Council, with reference to its Minute No. B6 of 4th September 2019 and with the Group Director for External Relations and the Director of the Brexit Unit, Office of the Chief Executive in attendance, received an oral update in connection with the work being undertaken to ensure the Island's preparedness for Brexit.

Referring also to its Minute No. B5 of 10th July 2019, the Council was advised that the Memorandum of Understanding with the U.K. Government relating to the extension of World Trade Organisation membership to Jersey was in the final stages of preparation, with approval thereof having been delegated to the Chief Minister and the Minister for External Relations.

The Council was informed that an explanatory leaflet, explaining the likely implications of Brexit for Jersey residents, had been circulated to all households in the Island. The Minister for Home Affairs advised that over 6,000 applications had been received under the Jersey E.U. Settlement Scheme, which would remain open for applications until the end of 2020.

The Minister for External Relations confirmed that regular meetings of the Emergencies Council continued to take place, to ensure that the Island's Brexit preparations were as robust as possible. A further group had been established to look specifically at putting support in place for vulnerable people; it was planned to set up an advice centre, which would incorporate a food bank, at a central location in St. Helier. The service would be overseen by Jersey Citizen's Advice and would aim to provide advice and practical support where needed.

The Council noted that contingency funding had been allocated in the Medium Term Financial Plan to support local businesses. Particular concern was expressed by Ministers regarding the impact on the fishing industry and the Minister for External Relations advised that he was continuing to press the U.K. Government for agreement to extend existing fisheries arrangements in order to protect local fishermen; a simultaneous initiative was also taking place to re-negotiate the Bay of Granville Agreement with officials in France.

The Council noted the position accordingly.

Gender Pay Gap review. A3. The Council, with the Head of Organisational Development and Learning and the People Services Business Analyst, Chief Operating Office in attendance, were briefed on the Government of Jersey's Gender Pay Gap Report 2019, which was due to be published on 7th October 2019.

The Council recalled that the U.K. had implemented legislation requiring all businesses employing over 250 staff to publish gender pay gap information annually. No similar legislation had been enacted in Jersey, however the Chief Minister, in a submission made to the Gender Pay Gap Scrutiny Panel, had committed to publish the Government's gender pay gap information for the first time during 2019 and

annually thereafter. It was agreed that this was the correct course of action and that such an approach by the Government would potentially encourage other employers to follow suit. Additionally, the report could stimulate a debate on gender equality issues and how these were tackled, both within the public service and in Jersey generally.

The Council was informed that the Government's overall median hourly pay gap (as at 30th June 2019) was 18 per cent, which was similar to the U.K. national average. The report had identified other data which aligned with results found in U.K. workplaces, including:

- (a) occupational gender segregation, where some jobs were traditionally seen as male or female;
- (b) women traditionally taking on caring roles and therefore being more likely to work part-time (which was more widely available in lower-paid roles) or take career breaks; and
- (c) higher paid roles being predominantly occupied by men.

The Council affirmed its commitment to tackle the Gender Pay Gap and agreed that its People Strategy should explicitly address inequality and disparity through improved organisational design, the provision of clear career structures and the removal of barriers to equality.

It was noted that the Report outlined the actions which were either planned, or already in place, to address the issues identified, including:

- introducing a diversity and equality strategy;
- re-launching the Government's Values;
- improvements to recruitment and selection policies, to ensure that these were clear and unbiased;
- encouraging flexible working patterns;
- the I WILL (Inspiring Women in Leadership) initiative;
- shadowing and mentoring schemes;
- ensuring a consistent performance management framework to combat unconscious bias; and
- the inclusion of equality and diversity training in the induction programme.

The Council noted and endorsed the content of the report, particularly the strategies and initiatives designed to combat pay inequality and reduce the gender pay gap.