


Your rights as an employee working in Jersey



Jersey is a wonderful place to work, and your health, your safety and your legal rights are all protected.

This leaflet contains information about the help and advice available to you, if you have concerns.

If you ever think you're being treated badly, speak with your employer informally to tell them what is wrong, and how you think it could be made better.

If things do not get better, then you can make a formal complaint.

This leaflet includes details of organisations who will help you for free, and without telling your employer.

Before taking a role in Jersey

It is important that you -

- Ensure you understand the type of work permit that you are accepting and the restrictions that may apply to your employment in Jersey
- Ensure that the terms and conditions of your employment are clearly defined and agreed, including what wage you will be paid

Further information about Moving to Jersey as a temporary worker can be found at the following link:

<https://www.gov.je/lifeevents/movingtojersey/Pages/home.aspx>

Your Rights

By law, your employer must give you:

- a written statement of your terms of employment within 4 weeks of you starting work
- at least the minimum wage rate of £13.00 per hour from 1 April 2025
- payslips (in paper or electronic format) showing what you have been paid, and any deductions by your employer, including why they have been made. Payslips must be given to you either before or at the time of payment
- an uninterrupted break of:
 - 20 minutes if you work for 6 hours or more, or 24 hours in each seven-day period, unless you have agreed with your employer either for two 24-hour rest periods, or one 48-hour rest period in each 14-day period
- 3 weeks' paid holiday across a calendar year (this will be less if you work for under a year), in addition to bank and public holidays
 - the right to apply to change certain terms of your employment
 - the right to raise concerns if your job or remuneration is not as set out in a recruitment agreement
 - the right to the payment of agreed overtime in excess of your contracted hours. This should be established and documented before undertaking the additional hours.

If you are paid at the minimum wage rate and you get accommodation or accommodation and food with your job as part of your employment contract, from 1 April 2025 your employer can by law only charge you a maximum of:

- £146.02 a week (for accommodation only)
- £194.60 a week (for accommodation and food)

You have the right not to be unfairly dismissed from your job.

If you have worked for your employer for more than 52 weeks, you may be able to claim for unfair dismissal. If you have not yet worked for 52 weeks, you can claim unfair dismissal in certain circumstances, for example, including:

- If you complain that your employer hasn't given you a written contract and they dismiss you for making this complaint
- If you join a trade union and your employer dismisses you for doing so or for taking part in the activities of a trade union, or if your dismissal is an act of discrimination on your employer's part
- Raising concerns about unfavourable working conditions

You have the right not to be treated unfavourably at work because of these protected characteristics:

- race (your nationality, colour, national origin or your ethnicity)
- age
- sex (male, female or intersex)
- sexual orientation
- gender re-assignment
- pregnancy and maternity
- disability

You are entitled to work in a place that is safe

Your employer must manage any workplace risks that could damage your health. If you have concerns that your workplace may not be safe, you can contact the Health and Safety Inspectorate on 01534 447300 or hsi@gov.je

Working your notice

In most cases you must receive a minimum period of notice or pay instead of notice, if your employer wants you to stop working for them. If you are employed on a

short-term work permit of less than 2 years, your notice period will be a minimum of one week.

Time since employment contract started	Notice period
Less than 2 years	1 week's notice
More than 2 years but less than 3 years	2 weeks' notice
3 years or more	An extra 1 week's notice per year of continuous service, up to a maximum of 12 weeks

If you've worked for your employer for two years or more, and you lose your job because of redundancy, you have a right to a redundancy payment. This applies to all employees, whatever type of employment contract they have. The statutory minimum redundancy payment is a week's pay for each full year of employment, up to the cap on the amount of a week's pay (currently £1,000 a week).

Healthcare in Jersey

Accident and Emergency

If you need an ambulance, call 999 or 112.

Jersey's Emergency Department is on the Parade, St Helier and is open 24 hours a day, every day of the year. The emergency care is free, but you may have to pay for other hospital services.

Mental health

If you're in a mental health crisis, call 01534 445290. The Mental Health Crisis Assessment Team is a free service and available 24 hours a day, every day of the year.

Further details are available at this link: [Adult mental health Jersey](#)

General Practitioners and Pharmacy

You should register with a GP surgery as soon as possible. You can find a list of GPs on the Jersey Online Directory (www.jod.je).

General Practices and pharmacies are private businesses and choose how much they charge for their

services. Ask your GP about the fees they charge so you know the cost of care and any additional charges (such as blood tests).

After you have worked in Jersey, and paid Social Security contributions for six months, you are entitled to subsidies from the Health Insurance Fund. The subsidy covers children (under 16) in the household too, and includes:

- a cheaper fee for a GP consultation
- free prescription medicines
- free influenza vaccinations for high-risk groups
- free cervical screening (a smear test)

Non-emergency hospital treatment

For non-emergencies, book an appointment with your GP.

If your GP refers you for non-emergency hospital treatment, you may have to pay, although non-emergency treatment is free to employees who have been working in Jersey for:

- 6 months immediately before seeking treatment or
- at least 6 months consecutively anytime within the last 3 years

This covers their children (under 18) and spouses too.

The Government also provides non-emergency treatment for free to employees who hold a 'licensed' status from the day they start work.

Driving in Jersey

You must obtain a Jersey-issued driving licence if you're working in Jersey for 12 months or more and plan to drive in the Island. Driving licences from some countries are valid, and can be exchanged for a Jersey licence, but that is not the case for all licences. You should contact:

- the parish hall in the parish where you live (go to www.comite.je for details)
- Driver and Vehicle Standards (go to gov.je and search DVS)

Frequently asked questions

Q. I am on a work permit. Can I change employers without leaving the island?

A. In exceptional circumstances you may be able to switch employer where there are compelling grounds to do so. However, under Jersey's work permit policy you cannot change to another employer unless you have completed a continuous 6-month period of employment with your current employer.

Q. What can I do if my employer holds my passport and is refusing to return it?

A. There is no legal basis for your employer to retain your passport. If you are concerned, you should seek advice from the States of Jersey Police, as well as notifying immigration@gov.je

Q. I am on a work permit. Can I bring my partner and children with me to Jersey?

A. If your work permit is issued for 12 months or less you will be unable to bring your dependants. If your work permit has been issued for more than 12 months then you may be eligible to bring your dependants to Jersey, but you must be able to demonstrate that you can maintain and accommodate them without access to public funds.

Contact details

If you're worried about any aspect of your employment, you can get help and advice from several organisations.

None of these organisations will contact your employer or the authorities without your permission.

They will keep your query confidential.

The advice they will give you is free.

Jersey Advisory & Conciliation Service

3rd Floor, 1 Seale Street, St Helier,
Jersey JE2 3QG 01534
730503 www.jacs.org.je

Citizens Advice Jersey

St Paul's Centre, New Street, St Helier,
Jersey JE2 3PW 01534 724942
www.citizensadvice.je/category/employment

Friends of Africa

www.friendsof africa.org.je/contact-us

Trade Union representative

Unite the Union, 7D Spectrum, Gloucester Street,
St Helier, Jersey, JE2 3DA
01534 872584 or Jersey@unitetheunion.org

Jersey Employment and Discrimination Tribunal

1st Floor, International House, 41 The Parade,
St Helier, Jersey JE2 3QQ 01534 441380
registrartribunalservice@courts.je Jersey

Customs and Immigration Service (JCIS)

01534 448000 immigration@gov.je

Employment, Social Security and Housing Department

01534 444444

customerservice@gov.je

Honorary Consulate of Portugal

Burlington House, St Saviour's Road, St Helier,
Jersey JE2 4LA 01534 877188
consuladoportugaljersey@hotmail.com

gov.je/MovingToJersey

Gouvernement d'Jèrri