

POPULATION AND SKILLS MINISTERIAL GROUP

1. Purpose

The Population and Skills Ministerial Group (“PSMG” or the “Group”) provides a central political forum for matters relating to population policy (including the availability of accommodation, and immigration, housing and work controls); the employment market and the skills needs of the Island’s economy and public services.

The aim of the Group is to support co-ordinated, balanced, and sustainable government policy positions around population and skills, helping us to be prosperous with the necessary skills for the future; and to monitor the sound and consistent implementation of those policies.

The Group will receive statistics, analysis, and advice, and undertake engagement; and monitor progress and co-ordinate policy development, decision making and actions across Government.

2. Background

The Chief Minister’s 100-day action plan includes a commitment to: “Create a people and skills commission which will monitor the population, availability of accommodation, skills gaps and employment opportunities”. The formation of this new ministerial body responds to that action, to create a significant group at the centre of government that holds explicit responsibility for monitoring population, accommodation, skills gaps and employment issues and coordinating policies and actions across government to address these issues.

The Council of Ministers has a statutory responsibility relating to population policy, added to the States of Jersey Law 2005 in 2021, relating to “... *discussing and agreeing, on a regular basis and at least annually, their common policy on population*”. The Group will support the discharging of this responsibility by developing a draft annual population policy and making recommendations for agreement by the full Council of Ministers.

The Group will work very closely with the Ministers leading economic policy to ensure that actions on future economic direction are fully aligned with its actions, as well as other ministerial groups considering relevant matters, and will update the Council of Ministers as appropriate in line with the ministerial code.

A separate statutory group also exists under the Control of Housing and Work Law 2012 (“CHW Law”). The Housing and Work Advisory Group (HAWAG) is currently constituted from 5 of the 6 Ministers on the Population and Skills Ministerial Group. HAWAG provides an

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informal route for the Chief Minister to discuss individual applications under the CHW Law and to consider minor changes to standing policy. While HAWAG is legally distinct from the PSMG, the business of HAWAG will be managed in parallel with the business of the PSMG to support efficient management of ministerial meetings. In any case, major change to population policy involving the CHW Law will be discussed within the PSMG.

3. Scope

The Group will:

1. Consider generally matters relating to population, availability of accommodation, skills and employment and coordinate policies and actions across government in order to meet the government's long-term ambitions.
2. Oversee the development, monitoring and annual revision of the Common Population Policy, including monitoring the Island's current and projected population and demographic profile.
3. Provide advice to Ministers responsible for the legislation, policy and resources that support the Group's purpose, including:
 - Controls over immigration, and access to work and housing, to support the ongoing improvements in those controls, and major policy decisions in relation to their use (Immigration Rules, and Control of Housing and Work Law).
 - Developments, initiatives, schemes and projects to promote and resolve the people and skills needs of the Island, considering identified skills needs, monitoring labour shortages across all sectors of the economy, and co-ordinating action across Government when required to address issues.
4. Maintain, develop and monitor appropriate, timely and accurate data on population, skills, availability of accommodation, and employment matters, commissioning new and additional data sources and tools which support the Group to discharge its functions and to develop and monitor appropriate international benchmarking or comparisons with respect to key indicators for Jersey. This includes maintaining a data dashboard of statistics published on a regular basis.
5. Work in collaboration with the ministers leading economic policy to understand new and emerging employment opportunities for Islanders; supporting programmes to develop appropriate education and training pathways for Islanders and monitor the alignment of

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the Island's education and training provision with the local economy and the needs of employers; taking action to encourage increased alignment where required.

6. Develop and maintain statistics to monitor the supply, demand and affordability of accommodation for the resident population and migrants relocating to the Island for work
7. Develop and maintain high quality, regular and meaningful engagement with a range of business and community organisations including the Jersey Employers Group, to inform the wider work and priorities of the Group through shared understanding of pressures, concerns, best practice, data insights, opportunities and risks.
8. Ensure the availability of appropriate funding to support agreed policies under the remit of the Group.
9. Carry out or commission necessary horizon-scanning and foresight planning to identify and plan for the Island's future needs and ensure that the Group is well informed on good practice in other jurisdictions.
10. Maintain an active agenda to pursue social inclusion, fairness and sustainability in the development and application of policies.

4. Membership

- The Chief Minister (Chair)
- Minister for Home Affairs
- Minister for Economic Development, Tourism, Sport and Culture
- Minister for Children and Education
- Minister for Housing and Communities
- Minister for Social Security
- Minister for External Relations

In addition, officers will be invited to support the Ministers.

Any papers for consideration will be circulated a minimum of two working days in advance of a meeting.

The Group will rely on the existing resources of departments but may also seek independent advice as required to support its work. The terms of any such appointment will be time limited and determined by the Group

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This will support the sharing ideas, understanding pressures and concerns, and help spread good practice and useful data. This will aid the Ministerial Group in forming policies relating to skills, including the development of skills in the established population, and supporting, as required, targeted migration to address skills gaps.

5. Meeting Frequency

- The Group will meet at least six times each year.
- Working groups will be deployed as required in order to progress specific work streams.

6. Record Keeping and Reporting

- The Group will be quorate when three members are present.
- In the case of the absence of the Chair and Vice-Chair, another Minister will be nominated to officiate.
- Agendas and papers for each Group meeting will be circulated 48 hours in advance.
- Meetings will be minuted.
- The Terms of Reference for the Group will be approved by a Ministerial Decision of the Chief Minister and published on the Government of Jersey website.
- The Group will maintain a presence on gov.je, including a “data dashboard”, aiming to provide a summary of relevant statistics as well as an ongoing record of the Group’s direction and actions, as part of delivering transparency and supporting engagement.

7. Roles and responsibilities

- Ministers will remain fully responsible for the legislation and services under their direct political responsibility.
- Ministers will consult and communicate freely with Ministerial colleagues - ensuring that the Group is consulted and advised in advance of significant policy or operational decisions within the remit of the group.
- The Group will be supported by officials to the same standards and applying similar practices as they would apply in supporting individual Ministers.
- In doing this, officials will produce reports and provide free and open access to information to members of the Group, save for any data protection limitations, as requested.
- Group members will respect the impartiality of officials and maintain the confidentiality of any information or advice provided, in so far as this is not already in the public domain or intended to be placed in the public domain.

DATE: 1st September 2022