

# In Brief: Jersey Employment Law October 2020

- 1 From 29 September, the cap on weekly pay for the purposes of **statutory redundancy pay** increased to £780.
- 2 The duty to make **adjustments to physical premises** to counter the effects of disability came into force on 1 September. Businesses which fail to take reasonable steps now risk liability towards employees, service users and members of the public (among other categories).
- 3 The results of the **Government of Jersey's annual lifestyle survey**, conducted over June and July 2020, showed that three out of 10 (29%) adults in the island reported having a longstanding physical or mental health condition, an increase of 4% from 2019. Under Jersey's discrimination framework, any such condition will probably amount to a protected disability.
- 4 The **Payroll Co-funding Scheme** is tapering down and will cease in March 2021. The subsidy available to employers is set to reduce from 60% of an employee's monthly wages\* in September 2020, to 20% by March. The threshold for "material detriment" (the employer's monthly lost turnover attributable to COVID-19 disruption) will remain at 20%, down from the original threshold of 30%.
- 5 Employers may apply online for a lump sum payment of up to £1,335 under the **Interim Parental Payment Scheme**, to help with the costs of providing six weeks of paid parental leave to "second parents" (or non-birth mothers). The scheme ends on 31 December 2020, pending introduction of a new parental benefit that will extend the maternity allowance benefit currently available to birth mothers.
- 6 European nationals will be eligible to apply to the **Jersey EU settlement scheme** if they have arrived in Jersey by 31 December 2020. The scheme preserves the right of EU, EEA and Swiss citizens to live in Jersey from 1 January 2021, using a similar model to the UK. Applications will now be accepted until 30 June 2021.

*\*Up to £1,600, and excluding employees who earn more than £4,558 per month.*

## Contacts



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