



Immigration Masterclass Results, follow up and recent updates!

Mourant Ozannes recently held an Immigration Masterclass in Jersey exploring the practicalities and legalities of recruiting into the Channel Islands. This session looked at the issues employers need to keep in mind when recruiting, ranging from advertising and interviewing to making an offer; from applications for visas, work permits and housing licences to background checks and the terms of employment.

"Target inward migration figure of no more than 150 heads of household per annum, equating to approximately 325 people."

The ability for employers to recruit into Jersey is affected by the States Strategic Plan (2009 to 2014) which established a target inward migration figure of no more than 150 heads of household per annum, equating to approximately 325 people each year. The Interim Population Policy aimed to balance economic, community and environmental goals by providing a framework to enable the community to coherently plan for the long term, as well as providing a mechanism for managing inward migration. As part of the Masterclass, attendees (who represented a number of different sectors) were asked to complete a series of questions in order to capture the local business perception of recruiting into the Channel Islands and the impact the Interim Population Policy and subsequently migration control has had on employment.

A summary of the findings is as follows...

Attendees were critical of the Control of Housing and Work (Jersey) Law 2012 and the work permit requirements with the overwhelming majority of those who attended reporting that it was difficult to get permission to live and work in Jersey: 67 per cent believed that the requirement to obtain permission for "non-locals" was significantly detrimental to the sustainability of Jersey businesses. In addition, a high proportion of attendees believed that the requirement to obtain permission for "non-locals" did not achieve the purpose of managing

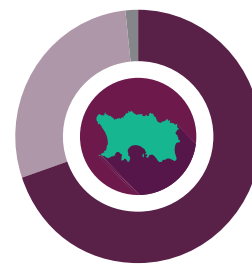
Jersey's population control. However, whilst attendees expressed concerns about the ability to obtain these permissions, 63 per cent did not feel that the cost or the process of applying for a work permit and/or employment licence deterred their business from recruiting outside of Jersey.

These are interesting statistics in light of the recent publication of business licensing figures collated by the Population Office for July to September and also year to date. From these figures it is apparent that a high proportion of businesses in the Island are successfully obtaining licences for either Licensed and/or Registered status across all sectors. It would appear therefore that a number of these applications are being approved on a frequent basis.

"Over the next 20 years, Jersey's over 65s population will nearly double, our over 85s population will nearly triple and the working age population will decline by 11 per cent by 2035 if there are no net migration controls."

Most local businesses would agree that Jersey requires some form of population control. In 2014, the population estimate was 100,800. By way of background over the next 20 years, Jersey's over 65s population will nearly double, our over 85s population will nearly triple and the working age population will decline by 11 per cent by 2035 if there are no net migration controls. Some form of protection needs to be in place to ensure inward and outward migration is effectively monitored and maintained. Legislation can play a part in assisting with controlling the population but it needs to be accompanied by appropriate and able policy. As the Population Policy is expected to be unveiled soon, we welcome guidance as to how Jersey can manage this situation without the Island being seen as closed to "non-locals"... watch this space!

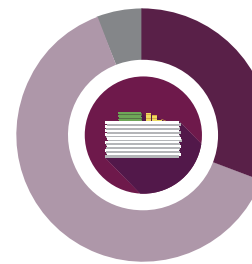
FACTS & FIGURES



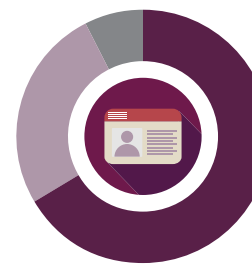
70 PER CENT think it's **difficult** to get permission to live and work in Jersey



67 PER CENT think the requirements to obtain permission for "non-locals" **DOES NOT** achieve its purpose of managing Jersey's population



63 PER CENT of businesses are **NOT** deterred from recruiting outside of Jersey by cost or process of applying for work permit and/or housing licences



67 PER CENT think the requirement to obtain permission for "non-locals" is significantly **detrimental** to the sustainability of Jersey business

● Yes, it is ● No, it isn't ● I'm not sure