

2019.11.12

[Please note, Deputy L.M.C. Doublet of St. Saviour was *malade* for this meeting of the States, so was unable to ask her oral question OQ. 276/2019 of the Chair of the States Employment Board. The Chair has provided the response that he would have given, had Deputy Doublet been able to ask her question.]

Question:

What action, if any, has been undertaken to review and expand upon existing flexible working policies for public sector staff?

Answer:

Our existing flexible working policy offer employees a number of different working arrangements, other than full time working hours. These options include working;

- Reduced (or part-time) hours,
- term time working,
- job share arrangements,
- annualised hours,
- seasonal working
- compressed hours, and
- remote working

Recent analysis for the 2019 Gender Pay Gap Report identified that 28% of our workforce are currently working part time. This report also committed to revising and changing related policies and working practices across the Government of Jersey, particularly in relation to supporting employees with caring and domestic commitments.

Work to review our policies has already begun and also research into potentially adopting an agile, or smart working culture. Agile or smart working gives employees a different approach to their work, moving away from the traditional presence from 9am-5pm at their desk. Instead those who are not customer facing are able to working across a number of locations, including at home, fulfilling their contractual working hours in a different way. This results in greater employee satisfaction, through better work-life balance but without a reduction in productivity.