

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR
QUESTION SUBMITTED ON MONDAY 24th JANUARY 2022
ANSWER TO BE TABLED ON MONDAY 31st JANUARY 2022**

Question

“Will the Chair advise whether the States Employment Board is considering, or intends to consider, a trial of a 4-day working week for public sector employees; and what information is currently available to the Board regarding the pros and cons of such a scheme, including the impacts on productivity, wellbeing and employee recruitment and retention?”

Answer

The States Employment Board is committed to providing a flexible and inclusive working environment and through the implementation of the People Strategy are putting in place enablers to increase flexible working across our workforce. As an organisation we are not considering a four day working week but instead are promoting a team approach to flexibility which finds a balance between organisational and individual need. The breadth of services delivered by the Government of Jersey means that flexibility looks very different depending on the service and role a person is working in. A 4-day working week would not be appropriate for many of our service areas.

The Government of Jersey is currently running a number of pilots to trial an approach which considers flexibility around where, when or how many hours people work. Early indications are positive with the first pilot reporting that 79% of employees who responded to the survey felt that their wellbeing had improved as a result of increased flexibility and 82% reporting that they felt productivity and efficiency had increased or stayed the same as a result of the changes in working practices.

When all pilots have been completed findings will be collated and learnings used to help the organisation embed this approach further.