
STATES OF JERSEY



JERSEY EMPLOYMENT TRIBUNAL: RE-APPOINTMENT OF SIDE MEMBER

**Presented to the States on 10th September 2013
by the Minister for Social Security**

STATES GREFFE

REPORT

Background

The Jersey Employment Tribunal (the ‘Tribunal’) was established when the Employment (Jersey) Law 2003 (the ‘Employment Law’) came into force on 1st July 2005. The Tribunal is an independent judicial body set up to hear and resolve certain complaints and matters of dispute arising under the Employment Law and the Employment Relations (Jersey) Law 2007. These include, for example, complaints relating to wages, holiday pay, notice on termination of employment, redundancy pay and unfair dismissal.

The Tribunal consists of a legally qualified Chairman and Deputy Chairman and 2 pools of side members; up to 8 ‘employee’ side members and up to 8 ‘employer’ side members. ‘Employee’ side members are persons with knowledge or experience of, or an interest in, trade unions or matters relating to employees generally. ‘Employer’ side members are persons with knowledge or experience of, or an interest in, employers’ associations or matters relating to employers generally.

The Employment Tribunal (Jersey) Regulations (as amended by the Employment Tribunal (Amendment No. 2) (Jersey) Regulations 2011), provide that members may be appointed to the Tribunal by the States of Jersey, upon the recommendation of the Minister for Social Security (the ‘Minister’), for a term of up to 5 years. If a member requests that their term is extended, the Minister may, after consultation with the Jersey Appointments Commission, extend a member’s term of office by re-appointing the member to the same office for a second term not exceeding 5 years.

The Jersey Appointments Commission’s ‘Code of Practice for Appointments to Autonomous and Quasi-Autonomous Public Bodies and Tribunals’ states that “*it is recommended that the term of office of a member should not exceed 10 years*”.

Re-appointment

A side member, whose term on the Tribunal is due to end on 30th September 2013, has requested an extension that will take his total term of office to the 10 year maximum.

Mr. Langlois is currently a Systems Technician with JT (Jersey) Limited, having worked there for 28 years. He is the GMB (Britain’s General Union) Senior Representative at JT (Jersey) Limited and President of the GMB Jersey Branch.

Mr. Langlois was appointed to the Jersey Employment Tribunal on 1st October 2005 and has served 8 years as an ‘employee’ side member.

Having consulted the Jersey Appointments Commission, the Minister has decided to extend Mr. Langlois’ term of office by re-appointing him for a period of 2 years. Mr. Langlois’ term of office will end on 30th September 2015.