

Chief Minister



19-21 Broad Street | St Helier  
Jersey | JE2 4WE

Senator Steve Pallett  
Migration and Population Review Panel

BY EMAIL

20 January 2022

Dear Chair,

Common Population Policy Actions

Thank you for your letter of 7 January 2022.

As requested, I am pleased to attach the Table of Actions contained in the Common Population Policy, updated to include details of the original and (where relevant) current target dates for completion of the various actions.

Please do not hesitate to contact me if any of the below requires further explanation.

Kindest regards,

A handwritten signature in black ink, appearing to be "RH", with a long horizontal stroke extending to the right.

**Deputy Rowland Huelin**  
**Assistant Chief Minister**

Cc. Senator John Le Fondré, Chief Minister

<b>Making better use of data</b>				
<b>Minister</b>	<b>Topic</b>	<b>Actions for 2022</b>	<b>Original deadline date</b>	<b>Projected deadline date / comments</b>
All Ministers	Data	Improve co-ordination between and within departments to share data and agree common forecasting assumptions.	BAU – ongoing	N/a
All Ministers	Develop Island Indicators for population policy	Review existing performance framework and extend to collect data on performance across all relevant areas	BAU – ongoing	N/a
Chief Minister	Census analysis and publication	Publish 2021 Census results. Report on the size and structure of Jersey's resident population, including age, sex, employment and health status of islanders	2022	On track
Chief Minister	Data collection and publication	Implement new IT systems that maintain and report on detailed information in respect of migrant workers and their employers.	Q4-2021	Q2-2022 Slippage due to diversion of resources during the pandemic and feedback from industry not to implement during a period of significant staff shortages
Chief Minister	Data collection and publication	Complete the Living Cost and Household Income Survey (LCHIS) - measuring the income distribution and spending of households in Jersey to produce information on household incomes, relative low income, income inequality, and to maintain an accurate RPI.  Interim analyses from the 2021-22 LCHIS will be available in time for the new Council of Ministers' Common Strategic Policy.	Q3-2023	On track

Chief Minister	Data collection and publication	Progress legislation to amend and enhance the Statistics Law.	Ongoing	To be determined according to the legislative programme of the next Council of Ministers
Chief Minister	Expert Body	Agree remit and terms of reference for, and then recruit experts to new expert body.	Q4 2021	Slippage due to diversion of resources during the pandemic, delayed debate date for P.137/2020 at Scrutiny's request, and complexity of law drafting for CHWL amendments
Chief Minister	Data collection and publication	Commence project to create links between administrative data sources within government.	N/a	2-year project scheduled to commence February 2022 subject to approval by the Health and Social Recovery POG
Chief Minister and Minister for International Development	Improve public access to and awareness of population data and current issues	As more data becomes available, ensure that good communication channels exist with all parts of the Jersey community to support the dissemination of accurate information and to allow everyone to participate in the ongoing population debate.	Ongoing	N/a
Chief Minister and Minister for International Development	Improve public access to and awareness of population data and current issues	As more data becomes available, ensure that good communication channels exist with all parts of the Jersey community to support the dissemination of accurate information and to allow everyone to participate in the ongoing population debate.	Duplication of above entry	Duplication of above entry

Minister for the Environment	Improved data collection and forecasting across government	Develop a long-term infrastructure roadmap for Jersey to inform short- and long-term strategic policymaking and help to understand the costs and consequences for the environment, economy and wider society of future infrastructure choices, including the impact of the Carbon Neutral Roadmap.	Infrastructure capacity study  Infrastructure Roadmap due for completion in 2022	Completed in 2021  On track
Minister for Health and Social Services	Improved data collection and forecasting across government	Start detailed planning and modelling of the health and social care needs of the population to assess the future needs of the island and develop a comprehensive needs assessment.	Q4-2025	On track
Minister for Social Security	Improved data collection and forecasting across government	Undertake actuarial reviews of ring-fenced funds.	Next reviews due in 2022	On track
Minister for Treasury and Resources	Improved data collection and forecasting across government	Introduce a Combined Employer Return from the start of 2022 to provide for a single monthly employment return, bringing together tax, social security and manpower information on workers.	January 2022	Completed
<b>Encouraging and enhancing productive activity within the resident population</b>				
<b>Minister</b>	<b>Topic</b>	<b>Actions for 2022</b>	<b>Original deadline date</b>	<b>Projected deadline date</b>
Chief Minister	GOJ as employer	Develop, attract, and retain internal and on island talent through access to a range of skills development programmes	Ongoing	N/a
Chief Minister	GOJ as employer	Continue to develop and enhance public sector working conditions including the supportive culture programme in Team Jersey, planning for the delivery of new technology platforms, and new OneGov headquarters.	Ongoing	N/a

Chief Minister	GOJ as employer	Internships: Continue to provide paid internships to local graduates across diverse range of public sector career opportunities.	Ongoing	N/a
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	Education Reform Programme - This programme will continue through 2022 building on the work completed in 2021. Further releases of new resources will enhance the drive to raise standards of teaching and learning across the entire Government-provided system.	2025	On track
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	Complete the assessment of the tertiary / post 16 and Higher Education requirements for the island and develop a strategy for future higher and further education provision.	2022	On track
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	Complete the review of student finance, to provide for a new funding model from 2023, with the aim of encouraging graduates to return to Jersey.	Decision by date of 2022 Student Finance Fair [March 2022 - tbc] for delivery in 2023	On track
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	'Inclusion Implementation Roadmap' – define the barriers to inclusion and develop a 'Common Framework for Inclusive Practice' in schools and settings.	Ongoing	TBC
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	Develop and introduce an integrated intensive support service for young people considered to be the most vulnerable, at risk or risk to others.	Launch Q1 2022	Launched
Minister for Children and Education	Education – Supporting every child and young person to achieve	Make good progress on the Mont a L'Abbé extension project to provide a fit for purpose Key stage 5 provision	2023	On track

	their full potential in the adult world	and enhance the transition experience for 16+ pupils.		
Minister for Children and Education	Education – Supporting every child and young person to achieve their full potential in the adult world	Deliver the Digital Education Review and Training Strategy in partnership with the Digital Jersey Academy	Ongoing / BAU	On track
Minister for Children and Education	Skills for a well-trained workforce	Retraining Strategy - Review and enhance the range of existing training available and identify future schemes to support social mobility through career changes and upskilling.	No delivery date specified – to commence during 2022 following consultation with new Dept for the Economy	TBC
Minister for Children and Education	Skills for a well-trained workforce	Skills recovery programme - continue to support adults of all ages who need training and re-skilling support, working with the Jersey Employer Group and individual industry bodies.	Ongoing / BAU	On track
Minister for Children and Education	Skills for a well-trained workforce	Apprenticeships - develop a revised scheme, aimed at incentivising priority demands from year to year	Ongoing/ BAU	On track
Minister for Economic Development, Tourism, Sport and Culture	Productivity	Review the 2021 Productivity Support Scheme pilot and launch a new Productivity Scheme for 2022 to enable businesses to enhance their productivity levels through investment	December 2022 (subject to outcome of review of 2021 pilot Productivity Support Scheme)	On track
Minister for Economic Development, Tourism, Sport and Culture	Productivity	Deliver a new Rural Economy Strategy for 2022-2027 which will include provision of a Rural Support Scheme and Rural Initiatives Scheme to support increased productivity, greater alignment with local consumption and judicious use of our island's resources.	Ongoing / BAU December 2022	On track

Minister for Economic Development, Tourism, Sport and Culture	Productivity	Work with Visit Jersey to support growth of the visitor economy throughout the year, with particular focus on the shoulder months of the season.	Ongoing / BAU December 2022	On track
Minister for Economic Development, Tourism, Sport and Culture	Economy – building a sustainable economy for the future	Future Economy Programme - Deliver a public facing economic strategy detailing the Government's long-term vision and aspiration for the future of Jersey's economy. This will be supplemented by new strategic alignment and policy prioritisation tools.	January 2022	On track
Minister for Economic Development, Tourism, Sport and Culture	Economy – building a sustainable economy for the future	Economic Recovery - Lead the ongoing recovery from the Covid-19 crisis to support the creation of a sustainable, vibrant economy and skilled workforce for the future.	Ongoing	Partial deferral
Minister for Economic Development, Tourism, Sport and Culture	Technology – taking advantage of new developments	Digital Health programme - Pilot digital and other innovative support / proactive schemes to enable people with care needs to remain living in their own home	Q4-2025	On track
Minister for the Environment	Technology – taking advantage of new developments	Encourage the use of green technology by local businesses	Ongoing	N/a
Minister for Health and Social Services	Participation	Continue to develop the Jersey Care Model, which emphasises preventative measures to support a healthy population.	Ongoing	N/a
Minister for Housing and Communities	Participation	Encourage the use of Modern Methods of Construction in residential developments	Ongoing	Work in progress – completion not expected before March 2022
Minister for Social Security	Participation	Instruct Employment Forum in 2022 to review minimum wage rate for 2023.	2022	On track
Social Security	Participation	Compete the review of support for workers claiming contributory benefits due to ill health to create a system that intervenes early to support workers to remain active	2023	On track

		within the labour market and minimises the impact of ill health on the individual worker and the overall economy.		
<b>More Responsive Controls</b>				
<b>Minister</b>	<b>Topic</b>	<b>Actions for 2022</b>	<b>Original deadline date</b>	<b>Projected deadline date</b>
Chief Minister	CHWL controls	Gain approval for primary law changes	June 2021	To be lodged January 2022 Slippage due to diversion of resources during the pandemic, delayed debate date for P.137/2020, from Dec. 2020 to March 2021, at Scrutiny's request, and complexity of law drafting for CHWL amendments
Chief Minister	CHWL controls	Develop secondary legislation and seek States Assembly approval	October 2021	Q3 2022 Slippage due to diversion of resources during the pandemic, delayed debate date for P.137/2020, at Scrutiny's request, complexity of law drafting for primary CHWL amendments, and establishment of new COM in June 2022.
Chief Minister	CHWL controls	Develop and publish policy guidelines to support decision making under new controls	October 2021	Q4 2022 Published once States Assembly approves CHWL



				primary legislation to come into force via ADA.
Chief Minister	CHWL controls	Set up political panel to oversee decisions and reviews	October 2021	Q4 2022. Once States Assembly approves CHWL primary legislation to come into force via ADA.
Chief Minister	CHWL controls	Agree transitional processes for existing migrants	October 2021	Q3 2022
Chief Minister	CHWL controls	Roll out new migration controls	December 2021	Q4 2022 Slippage due to diversion of resources during the pandemic, delayed debate date for P.137/2020, at Scrutiny's request, complexity of law drafting for primary CHWL amendments, and establishment of new COM in June 2022.
Chief Minister	CHWL IT system	Complete implementation of new system to support CHWL administration including launch of new application portal. Begin to publish updated statistics	Q4/2021	Q2-2022 Slippage due to diversion of resources during the pandemic and request from industry not to implement during a period of significant staff shortages
Minister for Home Affairs	Immigration controls	Continue to develop long term policies for immigration controls post-Brexit.	Ongoing / BAU	N/A

## Actions beyond 2022

- **Making better use of data**
    - Take steps towards establishing a full e-census programme. **To be considered in the Government Plan 2023-26**
    - Maintain focus on improving data collection and analysis across all government activities. **Ongoing and expected to continue beyond 2022.**
    - Develop and introduce a robust and secure Digital ID system for use across government. **Ongoing and expected to continue beyond 2022.**
  
  - **Encouraging and enhancing productive activity within the resident population**
    - Consider the political responsibility for Skills. This currently sits with the Minister for Children and Education whose primary focus is appropriately the need to provide first class services and educational opportunities to children and young people. A Minister, or Assistant Minister, with full responsibility for skills across all programmes, working very closely with the Minister for Economic Development, Tourism, Sport and Culture, could provide the political champion needed to drive this key area of population policy in future years. **For consideration by next Council of Ministers**
    - Following the outcome of the actuarial review to be completed in 2022, consider further increasing the State Pension Age after 2032, combined with allowing workers to continue to make contributions and claim a higher pension at an older age. **For consideration during 2022-23**
    - Acknowledging the advice of the Fiscal Policy Panel that the Government should not seek to raise additional revenues in the short term, consider how future tax and social security regimes might adapt to:
      - account for increased off island remote working for local businesses and automation of roles;
      - track the global debate on taxation of robots and its suitability to Jersey; and
      - support upskilling, lifelong learning and increased participation.
- All Ongoing and expected to continue beyond 2022.**
- Maintain focus on improved productivity, including greater awareness and use of digital solutions.

Ongoing and expected to continue beyond 2022.

- **More Responsive Controls**

- There are areas of overlap between the controls exercised by the Minister for Home Affairs and the controls exercised by the Chief Minister. These two ministerial areas need to be closely coordinated and there may be merit in combining the responsibilities under a single Minister. **For consideration by the next Council of Ministers.**