



OFFICIAL REPORT
OF THE
STATES OF DELIBERATION
OF THE
ISLAND OF GUERNSEY
HANSARD

Royal Court House, Guernsey, Wednesday, 17th December 2025

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Present:

Sir R. J. McMahon, Esq., Bailiff and Presiding Officer

Law Officers

M. M. E. Pullum, K.C. (H.M. Procureur)

People's Deputies

C. P. A Blin	M. S. Laine
Y. Burford	M. Malik
T. L. Bury	A. D. S. Matthews
H. L. Camp	L. J. McKenna
G. M. Collins	P. S. N. Montague
R. P. Curgenven	A. J. Niles
H. L. de Sausmarez	G. A. Oswald
D. F. Dorrity	J. M. Ozanne
S. J. Falla	C. N. K. Parkinson
A. Gabriel	S. R. Rochester
J. A. B. Gollop	T. M. Rylatt
L. T. Goy	A. S. Sloan
S. T. Hansmann Rouxel	G. A. St Pier
M. A. J. Helyar	J. D. Strachan
R. M. Humphreys	S. P. J. Vermeulen
B. R. Kay-Mouat	S. Williams
A. Kazantseva-Miller	

Representatives of the Island of Alderney

The Clerk to the States of Deliberation

S. M. D. Ross, Esq. (States' Greffier)

Absent at the Evocation

Deputy A. K. Cameron (*indisposé*) ; Deputy N. R. Inder (*indisposé*) ;
Deputy M. P. Leadbeater (*relevé à 9h 49*) ; Deputy L. C. van Katwyk (*relevé à 9h 48*) ;
Alderney Representative E. Hill (*absent de l'île*) ;
Alderney Representative E. A. J. Snowdon (*absent de l'île*) ; Deputy J. P. Le Tocq

Business transacted

Evocation.....	6
Convocation.....	6
Statements.....	6
General update – Statement by the President of the Committee <i>for Employment & Social Security</i>	6
General Update – Statement by the President for the Committee <i>for Home Affairs</i>	14
Questions for Oral Answer	21
Public Confidence in HSC.....	21
Joint HSC-MSG Complaints Policy	23
Historic safeguarding cases - Independent Inquiry.....	24
Guernsey Finance CEO recruitment	26
Housing for newly released prisoners.....	28
Homeless young people accommodation	30
Future options for St Julian's House	31
Death Certificate fee increase.....	34
Billet d'Etat XXXI	36
Legislation laid before the States	36
The Plant Health (Amendment of Transitional Provision) (Guernsey) Regulations, 2025 The Notifiable Animal Diseases Order, 2025 The Motor Vehicles, Licensing, Tests and Traffic (Fees) (Guernsey) Regulations, 2025 The Public Transport (Fees) (Guernsey) Regulations, 2025 The Immigration (Bailiwick of Guernsey) (Amendment) (No. 3) Rules, 2025 The Wastewater Charges (Guernsey) Regulations, 2025 The Water Charges (Amendment) Regulations, 2025 The Harbour Dues and Facilities Charges (Guernsey) Regulations, 2025 The Mooring Charges (Guernsey) Regulations, 2025 The Pilotage Dues (Guernsey) Regulations, 2025 The Airport Fees (Guernsey and Alderney) Regulations, 2025 The Waste Disposal and Recovery Charges Regulations, 2025 The Waste Management Services (Charging) Regulations, 2025 The Companies (Registrar) (Fees and Penalties) (Amendment) Regulations 2025 The Limited Liability Partnerships (Fees) (Amendment) Regulations, 2025 The Foundations (Fees) (Guernsey) (Amendment) Regulations, 2025 The Limited Partnerships (Fees) (Amendment) Regulations, 2025 The Limited Liability Partnerships (Registrar) (Fees and Penalties) (Amendment) Regulations, 2025 The Companies (Registrar) (Fees for Migrations) (Amendment) Regulations, 2025 The Parochial Elections (St Pierre du Bois) Regulations, 2025 The Income Tax (Guernsey) (Valuation of Benefits in Kind) (Amendment) Regulations, 2025 The Parochial Elections (St Andrew's) Regulations, 2025	36
Legislation for approval	37
1. The Medicines (Human and Veterinary) (Bailiwick of Guernsey) Law (Amendment) Ordinance, 2025 – Proposition carried	37
Billet XXXII.....	40
1. Resignation of Deputy Le Tocq — Proposition Carried	40

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

2. Schedule for Future States' Business – Proposition carried as amended.....	41
<i>The Assembly adjourned at 11.55 a.m.....</i>	47

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States of Deliberation

The States met at 9.30 a.m.

[THE BAILIFF *in the Chair*]

PRAYERS

The States' Greffier

EVOCATION

CONVOCATION

The States' Greffier: To the Members of the States of the Island of Guernsey I hereby give notice that a Meeting of the States of Deliberation will be held at The Royal Court House, on 5 Wednesday, 17th December 2025, at 9.30 a.m., to consider the items in this Billet d'Etat which have been submitted for debate, and that Billet d'Etat XXXII is so convened.

Statements

General update –

Statement by the President of the Committee for Employment & Social Security

The Bailiff: Good morning, Members of the States. What we will do straight away is to invite the 10 President of the Committee for Employment & Social Security to deliver a General Update Statement.

Deputy Bury.

Deputy Bury: Thank you, sir.

15 I am very pleased to deliver my first Update Statement as President of the Committee for Employment & Social Security.

Since being elected to the Committee, we have been busy getting up to speed with the Committee's varied operational and policy responsibilities, as well as tackling business-as-usual activities such as budget setting and the annual uprating Policy Letters.

20 In recent weeks, we have had the pleasure of meeting with representatives of some of the charity sector organisations that we provide funding to, many of which advocate for vulnerable groups. We have been blown away by the passion and dedication of these organisations. Beyond simply addressing needs, which are sadly growing in our community, they also give voice to the unheard, foster connection and promote inclusion, and we look forward to continuing this engagement programme in the new year.

25 This Statement was drafted prior to the publication of the proposed Government Work Plan, so it is necessarily based on some assumptions regarding what may be identified as strategic priorities this term, but once the GWP has been approved by the States, the Committee will be able to finalise

30 and publish its own work plan. In the meantime, I would like to bring Members up to speed on the latest developments in relation to key policy projects in progress and current thinking on the issues we would like to focus on this term.

35 I am confident that the Committee is well-placed to embrace new areas of focus, having largely implemented the Secondary Pensions Programme and phase one of the Prevention of Discrimination Ordinance, two of the former Committee's main priorities last term. But I will start with a quick update and where we are with these programmes as well.

40 In relation to secondary pensions, on 1st October we reached a key milestone when the auto-enrolment duty came into force for employers with just one employee. This concluded the phased roll-out of the auto-enrolment duty, which started with larger employers in July 2024, and means that all Guernsey and Alderney-based employers are now required to offer and enrol their designated employees into a work-based pension scheme into which both the employers and the employees make contributions.

45 As of 5th December, Your Island Pension, or YIP, has received applications from over 1,000 employers. Employers from across all sectors of the economy have applied to YIP, with building services, commercial services, wholesale, retail and hospitality accounting for over half of all applications. We are delighted that more pension provision has been created in these sectors. Employers are not obliged to use YIP for their workplace pension – some will be using other pension providers – and this wider data will become available in early 2026, and the Committee will report on it in due course.

50 Moving on to another of the former Committee's main priorities over the previous two terms; the development of comprehensive anti-discrimination legislation. Phase one of the legislation covering the grounds of disability, carer status, race, sexual orientation and religion or belief is largely complete, with the education section of the Ordinance due to come into force on 2nd January 2026 and some accessibility-related provision due to come into force in 2028.

55 Phase two of the Ordinance includes age discrimination and the grounds covered under the existing Sex Discrimination in Employment Ordinance, namely sex, marriage and gender reassignment, with any appropriate updates in the framing of those grounds.

In May 2025, the States agreed policy proposals to introduce protection from discrimination on the ground of age. This has been prioritised for legal drafting, and we hope this will be progressed soon.

60 The Committee is now keen to develop policy proposals in respect of the 'sex grounds'. I am under no illusions, I expect this to be a contentious topic, but that is exactly why it needs to be addressed. The human cost of discrimination is not trivial, and I believe we have an obligation to ensure those at risk are protected.

65 Moving on to other strategic priorities. ESS expects to play a key role in both the GST Plus and Supported Living and Ageing Well Strategy Programmes this term.

The Committee will work in collaboration with P&R to deliver a restructured social security contributions system as a key element of the proposed GST Plus tax reforms, which we will debate next year. The introduction of a personal allowance for employed and self-employed people is intended to help mitigate the impact of GST on low to middle-income households.

70 However, if GST Plus does not proceed, the Committee is currently minded to pursue the contributions restructure as a standalone project with a view to addressing some of the inequities that exist in the current system.

75 Moving on to the Supported Living and Ageing Well Strategy, or SLAWS. In February, the States made some important decisions in respect of the Long-Term Care Insurance Scheme, approving a package of proposals intended to stabilise the care home market and incentivise growth to meet the demand.

Higher rates of long-term care benefit were implemented with effect from July of this year. The aim of these increases being to ensure that care homes receive fair recompense for the important function that they fulfil, thereby helping to stabilise the care home market.

80 In addition, the co-payment, which is the contribution payable by the person receiving care, is gradually being increased over a period of five-years, moving towards a position where long-term care benefit covers a person's care costs and the co-payment covers a person's accommodation and living expenses while in a care home.

85 During 2026, ESS will be working towards implementation of the agreed changes to the eligibility criteria for the Long-Term Care Benefit, including the introduction of a user care cost contribution. We are targeting implementation of the contribution sometime in 2027, although the exact date is dependent on, among other things, the preparation and approval of the necessary legislation and system changes to the existing benefits system.

90 However, it was noted by the former Committee when these proposals were brought to the States, that this really was only a 'sticking plaster'. Although rate changes were necessary to help stabilise the care home market in the face of care home closures, the approved package of measures actually made the financial position of the Long-Term Care Fund worse. The introduction of a user care cost contribution will help to mitigate this to some extent, but the Long-Term Care Fund remains financially unsustainable in the longer-term.

95 Actuarial reviews of both that fund, and the Guernsey Insurance Fund, have commenced. These reviews will provide vital baseline information regarding the financial outlook of the funds that feed into both SLAWS and the Tax Reform Programmes.

100 In parallel, with the implementation of the reforms approved by the States in February, we look forward to working closely with P&R and HSC to develop a community long-term care model that will meet Islanders' increasing care needs. This will ensure people receive the care that is right for them in a way that is fair, affordable and sustainable for future generations. My Committee and I believe that a review of carer's allowance and severe disability benefit needs to form a part of this integral work.

105 Another of the Committee's priorities is implementing the Work and Wellbeing Strategy, launched in May. Its vision is clear: to build a healthier, more resilient workforce and ensure everyone can access meaningful employment.

110 Workplaces shape not only our economy but our health and wellbeing and, in turn, these drive productivity. A healthy workforce is the foundation of a thriving economy and a long-term investment in our future.

115 ESS's Work Support Team delivers this vision by helping people move from benefits back into work, supporting both personal wellbeing and the wider economy. They focus on early intervention, tailored support, and strong partnerships because every journey back to work is unique.

120 Working with healthcare professionals, our teams ensure safe, sustainable returns to employment. Case managers provide coaching to overcome barriers and build confidence, supported by job matching, workshops, retraining, and voluntary schemes like Work2Benefit and Kickstart for experience and confidence-building.

125 Despite high caseloads, engagement remains strong, and feedback shows that this support makes a real, tangible difference to people's lives.

130 Members will be aware of the challenges the UK Government is facing in respect of high numbers of incapacity claims, and I am delighted that we are ahead of the game, but we cannot be complacent.

The Committee is keen to explore opportunities to increase investment into early intervention initiatives and services to reduce expenditure on benefits and secondary healthcare in the long-term. We are also keen to invest more in skills. This is classic 'invest to save' thinking that we would like to pursue to maximise the potential of our workforce in the face of the reducing fertility rate and an ageing demographic.

But we cannot do it on our own. We need to work in partnership with other States' Committees, medical professionals, charity sector organisations and employers to create the necessary support systems, develop opportunities, and workplace cultures to enable people to thrive in work.

As Members are aware, Committees are obliged to focus their limited policy staff resource on the States' strategic priorities, as set out in the Government Work Plan. We must also progress

essential 'business as usual' work. In ESS's case, that is things like the annual uprating of benefit and contribution rates and the minimum wage.

That being said, we hope to have at least some capacity to advance other policy workstreams during this term. Progress will depend on resource availability, so I cannot commit to any specific timeframes around these additional priorities, but I would like to give Members a sense of the types of things we are keen to progress.

In common with many western economies, Guernsey has a low birthrate, significantly below the level which would be required to maintain the size of the population without relying on migration.

In that context, the Committee believes it is critically important that the States takes action to ensure that Guernsey is a 'family-friendly' place to live; to create an environment where families can choose to build their lives.

High on the Committee's list of priorities is the development of policy proposals for the introduction of shared parental leave, as previously directed by the States in 2015.

Guernsey's statutory maternity and support leave entitlements lag far behind the UK, Jersey, and most other jurisdictions, reflecting an outdated model that assumes childcare is primarily a woman's responsibility.

The shift from maternity leave to shared parental leave in most developed nations was driven by a desire to promote gender equality, support diverse family structures, and enable more flexible caregiving arrangements. It reflects a broader commitment to modernising workplace policies and empowering both parents to participate in early childcare. The Committee believes there is strong public support to move to shared parental leave and hopes to make progress on this during this term.

The Committee would also like to develop policy proposals for legislation to provide employees with the right to request flexible working, as previously directed by the States in 2018. This right was introduced in the UK in 2002 and in Jersey a decade ago where it is viewed as a strategic tool to foster resilient, inclusive and productive workplaces. Of course, we are aware that flexible working does not work in all circumstances, and what I am talking about here is a right to request, not a right to receive. However, flexible working can support people to stay in work. There are numerous circumstances where it can help, whether it be for those with young families, people with caring responsibilities, or for people with disabilities or health conditions.

We are also keen to consider whether to introduce a right to statutory redundancy pay. In both the UK and Jersey, employees are entitled to redundancy payments, dependent on length of service, but no such right exists in Guernsey, although people can claim unemployment benefit if they meet the relevant contribution conditions.

In addition, the Committee is actively considering Guernsey's potential exposure to AI-led automation and its implications for the labour market.

Finally, the Committee is keen to move forward on the legal aid review recommendations this term. Legal aid is a vital public service which seeks to ensure that the citizens of Guernsey are not excluded from access to justice on account of their financial means. The scheme has constitutional significance and helps to secure compliance with the European Convention on Human Rights.

The aim of the review was to develop proposals for how to improve and extend the legal aid schemes within the existing budgetary parameters. It identified three priority areas for reform: reform of financial eligibility criteria; encouraging early dispute resolution and better outcomes for the client; and tackling remuneration and supply. The report was shared with key stakeholders in April 2024, and they were invited to provide written feedback in respect of the reviewer's recommendations.

The next step we will be taking is to evaluate the recommendations, considering the consultation feedback received, and to decide which of the numerous recommendations to progress. We will then need to develop an implementation plan and get started.

There are plenty of other things on the Committee's 'to do' list, but my time today is short and that is probably enough to be getting on with. I look forward to Members' questions.

Thank you, sir.

185 **The Bailiff:** Deputy Leadbeater and Deputy van Katwyk, is it your wish to be relevé?

Deputy Leadbeater: Yes, please, sir.

Deputy van Katwyk: Yes, please, sir.

190 **The Bailiff:** *[Inaudible 9.49.40]*

A Member: Thank you, sir.

195 I thank the President for her comprehensive update, but I wondered if she could tell me the total amount during 2025 that has been paid out for income support?

200 **Deputy Bury:** I do not have that exact figure off the top of my head. We do have around just over 3,000 households claiming income support and all of those households will have what is known as a work requirement, because income support is known as an in-work benefit. So based on their specific circumstances – sometimes that work requirement is zero, for young children and caring responsibilities, etc., but the payment of those benefits is dependent on that work requirement being met.

205 **Deputy Gollop:** Deputy Bury outlined that things are getting harder for some people in our community, and then went on to identify various workstreams where things could get better. Does she and the board and the Committee envisage that if things are getting harder – I think I agree – that more money and resources will be needed in order to maintain and sustain a fair and equal society?

210 **Deputy Bury:** I thank Deputy Gollop for his question, sir.

215 I think the Committee is acutely aware of the hardships being suffered in the community at the moment. Most of us were aware of the very comprehensive report done by the Community Foundation during the election period and we have really taken that to heart. We have had some good preliminary meetings with the Community Foundation and other organisations on how we can start to help. Particularly we are thinking about people that sit right now just outside of the rebate of unemployment and social security. How can we begin to target and help those people experiencing in-work poverty and hardships but at the moment they do not fall in the scope of our benefit?

220 It is a work in progress, we are thinking about it, we have not come up with the magic solutions, but we do know that there are a huge amount of organisations out there on the front line at the moment doing the work, so really we just need to pull from there rather than reinventing the wheel.

A Member: Thank you, sir; I thank Deputy Bury for her update.

225 I was particularly interested in phase two of the Discrimination Act in which she mentioned that the grounds of sex, marriage and gender reassignment will be taken into consideration. Will those considerations include equal pay for equal work? How will that be attributed in phase two?

Deputy Bury: Thank you, sir.

230 That falls into phase 2B and this is phase 2A. At present, I do not think that has been *[Inaudible 9.53.03]*.

A Member: Thank you, sir; I thank the President for her update.

235 It has been reported to me by some people that just above the income support threshold, that they have been offered free medical care. I think that was an amazing idea. Can the President give us some kind of information on how that scheme works?

240 **Deputy Bury:** Thank you, and thank you for raising it, because it is not well known enough about.

There is a system in place that goes just above, and there are obviously still lines, but I think it is about £70 or £80, if you are just above the benefit you can still claim for medical costs. It is a really positive scheme that we have in place, and we are aware that we need to promote it more.

245 In fact, on our agenda for tomorrow, hopefully, we will be discussing our communications plan around it to try and make sure that people are fully aware of that.

Thank you very much for raising it.

245 **A Member:** Thank you, sir; and thank you to Deputy Bury for her update and also for her words about the charitable sector, which I echo wholeheartedly.

250 She will be aware that work is progressing on the commissioning framework. Are there any areas where she believes further value for money can be gained by use of commissioning by ESS going forward?

Deputy Bury: Thank you, sir.

255 I wholeheartedly believe in commissioning. I think some of our greatest successes, and particularly Lion (?9.54.38) commissioning and particularly, for example, Guernsey Employment Trust do some fantastic work. So I am sure there are more things that can be done, and we are going through processes of renewing contracts and service level agreements, and looking at the commissioning framework from the value for money that we can get, but also making sure that, as a partner, we are being a positive partner, and that it is not a hierarchical situation. Ensuring that these organisations that are providing services better and for more value than we can as a 260 Government, that we are giving them the confidence and the future security that they can make sure that they can plan for the future and retain their staff.

I think the commissioning framework is a two-way street and it is not just about what we can get but also making sure that we are giving to promote success.

265 **Deputy Oswald:** Thank you, sir; I thank Deputy Bury for her very convincing report.

270 I am intrigued by the reference to support for people with primary care fees just above the income threshold, which my Committee and I would welcome that, sir, and benefit very considerably. But I am also interested in perhaps looking as a joint process, one of the many processes we will pursue with the ESS, into looking at more directed spending of those who incur medical fees below the income threshold who receive full support from [*Inaudible 9.56.10*]. Does Deputy Bury think this is a fruitful area of work of the process?

275 **Deputy Bury:** If I am understanding the question correctly – I do not think I have understood the question, if I am honest. But we have looked at the possibility of asking those that do get their medical fees paid fully for them if a small contribution might be useful for them to pay.

We have reached the conclusion that we do not think that that would be a good use of time. The administration is likely to far outweigh what we could actually ask people in receipt of income support.

280 **Deputy de Sausmarez:** Thank you, sir.

I thank Deputy Bury for her update, which included all sorts of things that I am very excited about, especially shared parental leave, which has been something dear to my heart for a long time.

285 However, just following on from Deputy Oswald's question, I wonder whether the President might confirm that they are talking with Jersey because they have an interesting system which is, I think, a little bit more like what Deputy Oswald is alluding to, where actually adults in receipt of income support pay about £10, I think it is, for a GP's appointment directly to the GPs. Children still go free and there is a scale below that for nurses, etc.

290 I wondered if the President might be able to let us know whether they are working with colleagues in Jersey. I do know a lot of work does take place between the two jurisdictions but I hope this is one area where conversations are ongoing.

Deputy Bury: Thank you, sir.

I apologise to Deputy Oswald if I completely misunderstood the question. But of course I am available if you want to ask me further questions.

295 My officers are in regular contact with Jersey officers, as am I with my counterpart, and compare what we are doing in the various issues. On this particular matter, the discussions that we have had around the Committee table have led us to feel that the administration would fall to in-house, to Government. That is the impression we have been given by the GP practices, that we would need to do it, and it would outweigh what we could charge. But if there are other examples, then as a
300 Committee we are very open to hearing them.

Deputy Gollop: Just like in every good Dracula or Halloween film, just when you think it is ending, the spectre comes back in the final reel.

305 We have heard again today, SLAWS being mentioned; I hoped we had put an end to that. Is it not the case that when ESS are looking at SLAWS, they should work very closely with P&R and HSC and the whole States as the overall package of taxes and benefits, because I think looking in isolation at one part, we only heard discreet speculation about women [*Inaudible 9.59.31*] costs at health, will confuse people. In relation to Deputy de Sausmarez, for example, I think prescription charges are different in Jersey.

310 So in the context of SLAWS, will the ESS not act in isolation, but work across the States in considering the financial projections and our income-raising statutes?

Deputy Bury: Thank you, sir.

315 Yes, as I said in my speech, we are looking forward to working very closely with P&R and HSC on SLAWS, and while ESS is acutely aware of looking at things in the round I very much imagine that P&R will be performing that function as part of that workstream.

Deputy Sloan: Thank you, sir.

320 Many thanks to Deputy Bury for her fulsome statements. I am sure the Committee and staff will be busy in the coming years.

I personally have concerns for the growth of the client state, both philosophically and practically here in Guernsey, which informs my question. It was a fulsome statement, but one area I did not catch was whether in her Committee's work programme there is room for consideration of the issue of removal of unintended consequences and disincentives to work within the benefits system.

325 I have been spoken to by more than one employer since being elected, complaining that their staff are advised not to work longer hours, including overtime, by ESS staff because they will lose benefits. They tell me they have contacted ESS to suggest a review of that, but have been told that no such review is likely.

330 **Deputy Bury:** Thank you, sir.

Deputy Sloan will have hopefully heard that we are doing some quite intense work around getting people and making sure they are into work, and I have been contacted as well by some employers around this issue. If people are working a full week at 35 hours, it is not necessarily within our gift to push them to work more, more, more, more, more. So I think that there is a balance to be struck between the level of pay and working hours.

I am aware of the issue that Deputy Sloan is raising and we can certainly revisit it, but we do feel that you have to strike a balance and ensure that wages are meeting the requirement of people, not just benefits.

340 **A Member:** Thank you, sir.

There was a freedom of information request in March, I think of this year, which revealed that there have been no tribunal hearings of any sort subsequent to the inception of the Discrimination Law. Would the President kindly advise whether there have been any hearings since March?

345 **Deputy Bury:** I am afraid I do not have those figures off the top of my head. But, obviously, we can come back and provide those for Members in the coming days.

350 **Deputy Kazantseva-Miller:** I have raised on numerous occasions that the States make decisions which have a fiscal impact in a very fragmented way throughout the year, and the various uprating reports, the minimum wage decisions, form part of that very fragmented fiscal decision-making process. During the 2024 Budget debate – so a year ago – there was a resolution seeking to ensure that the Committee explores aligning the minimum wage uprating to the budget process and so that the minimum wage comes into effect on 1st January, rather than October from the next year forward. Could the President update us on the Committee's thinking and work in relation to that resolution from a year ago?

355 **Deputy Bury:** Thank you, sir.

While we are aware and cognisant of the resolution, we have not begun work on it yet, but will do so and update the Members as we develop our thinking.

360 **Deputy Hansmann Rouxell:** Thank you, sir.

Thank you, Deputy Bury, for advising us of the benefits of getting people off into incapacity benefits and back into work and the value that that actually provides, not only to the community but to the individuals themselves.

365 The President mentioned skills and working with other Committees. The Guernsey Institute launched an Adult Skills Strategy, and this is a part of ESC's mandate as well as Economic Development, the Skills Strategy. Is that something that ESS is feeding into?

370 **Deputy Bury:** I thank Deputy Hansmann Rouxell very much for her question.

It is something we want to feed into, and we have been quite clear with Economic Development and Education, Sport & Culture and P&R through the GWP process that we do feel ESS's lack of presence in that skills conversation over previous terms has been a bit remiss and that we need to be there. Because ultimately the employment part of our mandate has been quite confined over history really to supporting people when they are out of work. That is why we would really like to start now looking at these initiatives and being a bigger part, particularly of retraining and when people are midlife they want to pivot, and it is not so easy to do when you have got a mortgage and children to support to stop working and retrain as something else.

375 We would really like to be a part of supporting those initiatives and be a bigger player than we have been previously, particularly when you are looking in the AI context.

380 **Deputy Kazantseva-Miller:** Sir, the President has outlined an ambitious and, for all intents and purposes, necessary direction of travel, but the Members should not underestimate that it is likely to come with a potentially significant financial bill, and it cannot be looked in isolation from, effectively, the taxation and the fiscal outlook and the size of states that Members, but also the community, accepts to have going forward.

385 I just wonder whether enough has been done to really get the sense from the community that if we are to support the direction of travel or potentially increasing the size of the benefits that we are paying out, it has to come with increases in taxation, and whether the balancing act is well understood by the community? Because as we well know for the election, we are getting a very strong sense that the community is not ready to pay any more taxes.

The Bailiff: Your minute for asking a question is up.
Deputy Bury.

395 **Deputy Bury:** I do not disagree with much of what Deputy Kazantseva-Miller has said. Everybody wants more and to pay less. That is something that I have learned throughout this part of my career. Absolutely, we cannot look at things in isolation. But we also do need to progress things that people are asking for.

400 The things that Deputy Kazantseva-Miller is alluding to, will all just have to form part of policy proposals, development and consultation. Consultation is key to any of the matters that I have mentioned and we will endeavour to do so as thoroughly as possible before bringing anything to the surface.

405 **The Bailiff:** Deputy Matthews.

Deputy Matthews: Thank you, sir.

410 Would the President agree with me that the issue of statutory redundancy pay, which I believe is long overdue for the States to introduce, is one of the few areas where there is actually little in the way of a contribution from ESS to make, and it is an area where policy can leverage a payment to individuals who are redundant much more effectively than by using States' funds?

The Bailiff: Deputy Bury.

415 **Deputy Bury:** I thank Deputy Matthews for the question and while I would like to take the easy road and disagree with him, it depends on how you develop your policies, and that would be one of the avenues to explore. But obviously there are different systems in place in our neighbouring jurisdictions in Jersey. There is a scheme where people do collect from the Government, so I am not going to commit myself at this point in time to any one specific pathway. But if we could take the easy way, then great.

**General Update –
Statement by the President for the Committee for Home Affairs**

420 **The Bailiff:** Nobody else is rising to ask questions of the President of the Committee for Employment & Social Security, so we will move swiftly on to the President's Statement on behalf of the Committee for Home Affairs.

425 Deputy Leadbeater, Please.

Deputy Leadbeater: Thank you, sir.

430 I am pleased to present my first update to the Assembly as President of the Committee for Home Affairs. Although we are early in the term, the Committee has already made progress in setting priorities across its broad mandate, and I welcome the opportunity to brief the Assembly as we look ahead to 2026.

Balancing community and industry expectations on population policy is likely to be one of the Committee's most significant challenges this term. Alongside this, progressing our justice policy mandate remains a core focus. Justice, like health and education, is a fundamental pillar of any modern society.

435 Last term, the Assembly resolved to prepare and publish a Justice Action Plan, a 'live' document to prioritise and monitor justice actions. Developed in consultation with other Committees, this Plan will help us phase work, make meaningful progress, and track outcomes. Community engagement

is essential; our recent justice survey received a positive response, and we are now analysing the feedback to inform cross-Committee discussions which will form the foundation of the Action Plan.

440 To complement this, we will also publish a Committee Work Plan, outlining our strategic objectives and their relationship with operational service delivery and the Government Work Plan. The Justice Framework principles will connect our objectives and ambition. We aim to publish both plans in the first quarter of next year.

445 The Committee has identified several justice priorities for this term, which are important to both the community and the administration of justice. These initiatives will be scoped and phased alongside Government Work Plan priorities.

450 A key priority is an independent review of sentencing. Given the expertise required and the scope of this work, we believe engaging an independent reviewer is appropriate to ensure stakeholder confidence in the review and its outcomes. With support from the judiciary, we hope to determine the scope and terms of reference early in the new year. This workstream will require appropriate resourcing.

455 We also recognise the need to consider alternative sentencing options, including the potential value of electronic monitoring (tagging), already discussed in the Assembly this term and highlighted as a potential alternative to custody in the Justice Review. Additionally, the Committee has prioritised the review of specific offences, and the penalties they attract, such as the perceived disparity in sentences for drug and sexual offences. This work will complement the broader review.

460 Much of the Committee's work is grounded in legislation. Balancing the need to discharge resolutions, conduct legislative reviews, such as the review of police complaints legislation, and respond to emerging operational risks is an ongoing challenge.

465 Rather than introducing new services or policy, these workstreams are necessary to maintain service delivery standards and respond to risk. Rapidly evolving legislation around cyber, digital technology, and sexual offences requires us to be agile to ensure our community's protections remain robust.

470 Last month, we directed proposals for amendments to the Sexual Offences Law. Under these reforms, creating or sharing intimate images without consent – including deepfakes – will become a specific offence. Other new offences will include cyberflashing, requesting deepfakes, and possession of indecent cartoons or drawings of children. We aim to present a Policy Letter for debate at the end of March, following formal consultation. Our goal is to ensure criminal justice legislation protects the most vulnerable, deters crime, and supports successful prosecutions.

475 We remain committed to supporting survivors of domestic abuse and sexual violence. Since the new legislation came into force in June, we have prioritised training and embedding the law in everyday practice. Three sets of training have already taken place, with more planned for 2026.

480 Progressing the second phase of legislative reform is a priority. Phase two, agreed by the Assembly in April, will be drafted and circulated for consultation. We will keep the Assembly and community updated. Learning from phase one, we will implement impact assessments, guidance, and pathways earlier to ensure the work is fully resourced and planned. Legislation must be a practical tool, not just a formality.

485 We will also refresh the Domestic Abuse and Sexual Violence Strategy, engaging professional stakeholders and third sector partners, and considering strategies from other jurisdictions, including those focused on violence against women and girls.

Road safety remains a subject of political and public interest. Working with the Committee for the Environment & Infrastructure, we are determined to make improvements this term. Recently, we held a joint meeting with E&I and Guernsey Police to discuss a data collection trial on decibel limits and enforcement strategies, as directed by the States. This trial will be conducted jointly by E&I officers and the police, alongside the police's 'Fatal Five' priorities. Addressing issues such as enforcement of UK-registered vehicles on the Island will also be a focus this term.

As the Assembly will be aware, we are progressing a comprehensive review of the Statutory Police Complaints Framework to ensure it supports modern policing principles and public confidence. A political group, including Members outside of the Committee, has been established

490 to monitor progress and provide challenge and support. This group does not replace the Committee as decision-makers but ensures appropriate scrutiny and recognises the Assembly, public, police, and Police Complaints Commission are all key stakeholders.

495 The Committee has directed a programme of work which will discharge the 2022 Extant Resolution to review the States' strategic population objective, in consultation with other stakeholder Committees, by the end of 2027. This year, we focused on stabilising operations, strengthening joint working across Population Management and Immigration, and enhancing system functionality.

500 The Joint Policy Framework has enabled Guernsey to diverge from the post-Brexit UK immigration system while preserving CTA membership and supporting business access to a global workforce, though not without its challenges.

A review of the Employment Permit Policy is underway, including roles, sectors, and dependent data, to inform the wider Population Policy Review, which we propose to commence by quarter 3 of next year. The Committee looks forward to working with those Deputies, such as Deputy Blin, and organisations who have indicated that they are keen to support this work.

505 Cyber security is essential to Guernsey's safety and digital innovation. Current activity focuses on implementing the Guernsey Cyber Security Centre, developing a Telecoms Security Framework and legislation, and also evaluating the Online Safety Act's provisions for local adoption.

510 Online safety is a local and global concern. We appreciate the ongoing work of the Digital Safety Development Officer within Guernsey Police, who delivers an ongoing programme of work in schools and the community, including the delivery of training, as well as bespoke incident-based sessions and public events.

A working group is assessing what legislation is needed to offer protections comparable to England and Wales, learning from their experiences to provide robust local protections which can be delivered.

515 Other critical legislation, such as Regulation of Investigatory Powers Law (RIPL), Police Powers and Criminal Evidence (PPACE), and the Fire Law, also requires review. Balancing these competing priorities is challenging. The Committee has met with all of the Operational Service Leads to review current activity and discuss objectives and challenges.

520 As a Committee responsible for operational services that keep our community safe, we are mindful of our responsibility to provide strategic oversight without interfering in operational direction. Scrutiny and challenge, without interference, are key. We must balance good governance with assurance to the Assembly and the community that we are holding service leads to account. Open and clear communication is essential to maintaining this confidence.

525 I welcome questions from the Assembly, sir.

The Bailiff: Thank you very much.

There is now an opportunity to ask questions on any matter within the mandate of the Committee *for Home Affairs*.

530 Deputy Matthews.

Deputy Matthews: Thank you, sir.

535 The President mentioned that there was some work ongoing with regards to the Strategic Population Indicator and the Employment Permit Policy, which was due to deliver some results into a review during quarter 3 next year. Sir, can I ask the President if there was any review of the roles that are eligible for short-term employment permits that could be reviewed more quickly and could be adjusted more quickly than a full review beginning in quarter 3 next year?

The Bailiff: Deputy Leadbeater.

540 **Deputy Leadbeater:** Thank you, sir; I thank Deputy Matthews for his question.

We have split the review into two phases and phase one of the review, which is ongoing at the moment, does just that. It examines the EPP, it looks at the various different roles, because this is the low-hanging fruit, things that we can pick up this term – sorry, this year and next year quite easily before phase two of the wider strategic review kicks in.

545

The Bailiff: Deputy Ozanne.

Deputy Ozanne: Thank you, sir.

550 If I may, through you, I would like to thank the President for a really broad-ranging and thorough piece of work from the Committee. I was especially keen to hear about the sentencing review of drug and sexual offences, and I am wondering if there is a timeframe where he may see us coming back to the Assembly, please.

555

Deputy Leadbeater: Thank you, sir; I thank Deputy Ozanne for her question.

560 It is a topic of great interest inside and outside of the Assembly. As I said in my update, the first thing we need to do is engage with them judicially. That we will be doing early in the new year. This is not something that a Committee does every day. We are treading carefully on this. We want to make sure that we get everything right. I am hoping that after we have set the terms of reference, at some point in the first quarter of next year, we will be able to give a timeline.

565

The Bailiff: Deputy Blin.

Deputy Blin: Thank you, sir.

570 I thank the President for the full and broad statement as well, but I would like to refer to the Assembly's excellent resolution regarding – and I will put it in generic terms – this noisy vehicle abatement. It is something which has been talked about a lot. I appreciate it has been worked with another Committee. But could the President advise Members what specific actions have been taken to date to implement that, and what timeframe could the public expect for these measures to be in place, and the delivery of most of the deductions that have been placed before us?

Thank you.

575

The Bailiff: Deputy Leadbeater.

Deputy Leadbeater: Thank you, sir, and the Deputy for asking this question.

580 The trial is due to start in the new year. That will be jointly when police officers are doing their roadside checks and they have the authority to pull vehicles over and stop them at the side of the road where E&I officers do not, and then E&I officers will come along and they will collect some data regarding the decibel levels, which was the direction set by the Assembly. That is the initial piece of work.

What comes after that, it is difficult to say. Let us see what this trial produces and then we will take it from there.

585

The Bailiff: Deputy Kazantseva-Miller.

590 **Deputy Kazantseva-Miller:** Sir, the Committee for Economic Development really welcomes the extension of the French ID scheme until the end of 2026, which is really important for our tourism, student exchanges and overall connectivity. Would the Committee for Home Affairs be minded to follow Jersey's approach to extend the scheme indefinitely without the need to come back to the decision every year?

595 **The Bailiff:** Deputy Leadbeater:

600 **Deputy Leadbeater:** Yes, certainly. This is something that if we can achieve an outcome like that, I think it is trust all round for Guernsey's DRC and the economy, etc. It marks a lot of our links and our cultural relationship with France. If there is something that we can do in that area, certainly we will look at it. We have got the right first of all to apply for an extension until 2026, obviously with a bit of opinion. There is a lot in the mix that the UK are looking at quite a few different changes, for example. So things are quite dynamic at the moment.

Certainly if there is an opportunity for us to have some definite access to any French ID scheme, then there is certainly an [*Inaudible 10.23.42*].

605 **The Bailiff:** Deputy Rochester.

610 **Deputy Rochester:** As the world watches the Australian social media under-16 ban with great interest to see the outcomes of that, and indeed the EU has boasted in favour of implementing a similar ban, it is of great concern to me that there is a Bailiwick who have not yet put in place proportionate protections for our community to secure their online safety. So it will come as no surprise to Deputy Leadbeater that I am going to ask him if he could commit to a timeline for that working group to deliver the report on their review and suggested recommendations for implementing that very important legislation.

615 **The Bailiff:** Deputy Leadbeater.

620 **Deputy Leadbeater:** Thank you, sir; and thank you for the question from Deputy Rochester. Online safety is, as I said in my Statement, a global issue. It is a local problem and a global problem, it is something that we are keen to tackle. I cannot commit to a timeline at the moment. In anticipation of this question, and I got a heads up – thank you very much for Deputy Rochester for giving me a heads up – I reached out to officers and unfortunately, right at this point, because there have been issues with the Online Safety Act and its implementation in the UK, we have to monitor the unintended consequences of that to ensure that we do not extend the unintended consequences to Guernsey and just ensure that we are giving robust protections to protect the vulnerable and young people.

625 As soon as I can get some more information on the timeline, I will pass that on to Deputy Rochester and the Assembly.

The Bailiff: Deputy Curgenven.

630 **Deputy Curgenven:** Thank you, sir; and I thank the President for his update.

Given what has been reported in the media today, does the President feel that the head of Bailiwick Law Enforcement would benefit from greater power to dismiss staff? Just to add, I believe this issue is being looked at by the Met. and other police forces.

635 Thank you.

The Bailiff: Deputy Leadbeater.

640 **Deputy Leadbeater:** I am unsure what the reports in the media are being referred to by Deputy Curgenven, sir.

The Bailiff: Would you like to elaborate please, Deputy Curgenven?

Deputy Curgenven: Certainly, sir.

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

645 The headline was emailed to all Members about half an hour ago, apologies. The BBC reported. 'Police officers' historic sex charges dropped':

A police officer who was suspended after being arrested on suspicion of historic sexual offences is set to return to duty after the charges were dropped.

Thank you sir.

650 **The Bailiff:** So that puts it into context. Deputy Leadbeater, is there a reply?

655 **Deputy Leadbeater:** I think Deputy Curgenven for his question. Anything to do with accusations of criminal activity whether they are found guilty or otherwise sits outside of the mandate for Committee for Home Affairs, and decisions of that nature sit with the Law Officers. It is not something that sits within my mandate and therefore there is not an answer.

The Bailiff: Deputy Ozanne.

Deputy Ozanne: Thank you, sir.

660 I wonder if I could also ask, through you, the President, about the increasing levels of racism, particularly online, that we are anecdotally experiencing. I am wondering if the Committee is monitoring and whether the Committee will be looking at the barriers to reporting that many feel, certainly constituents who have spoken to me, unable to come forward with the racism that they are experiencing for fear of reprisal and the impacts to the community?

665 **The Bailiff:** Deputy Leadbeater.

Deputy Leadbeater: Thank you, sir.

670 I thank Deputy Ozanne for her question because obviously racism and any sort of persecution of that nature is abhorrent and we do not want it in our society. The Committee takes things like this extremely seriously. I have witnessed this kind of behaviour on social media on a daily basis. I have been subject to some horrible accusations and some attacks and some [*Inaudible 10.28.07*], for instance. Some from Members inside this Assembly, and I think people should remember that it is called social media, not antisocial media, and the Committee will do anything in its power to 675 repel this type of behaviour. If there is anything specific that Deputy Ozanne would like to ask me [*Inaudible 10.28.28*].

The Bailiff: Deputy Matthews.

680 **Deputy Matthews:** Thank you, sir.

Sir, the Road Traffic (Speed Limits and Trials) Ordinance, 1987 requires that vehicles over 2 tonnes unladen weight display their weight and are restricted to 25 miles an hour, but this is not consistently enforced. Does the Committee have a view on the consistency of the enforcement of the law?

685 **The Bailiff:** Deputy Leadbeater.

Deputy Leadbeater: Thank you, sir; and I thank Deputy Matthews for his question.

690 To be honest it is not something I have discussed with the Committee but, personally, I do not see it as a big issue. It is one of the things that is not a priority for the Committee just in making sure anyone above 2.5 tonnes has a vehicle weight written on its vehicle. It may be legislation, that may be the case, that it should do so. I do not know how much my car weighs, it is probably quite heavy, I do not know, it does not state on the side, but I know I stick by the rules of the road and

695 I think that is far more important. But if there is a specific issue that Deputy Matthews wants to raise with the Committee I would invite him to do so.

Thank you, sir.

The Bailiff: Well, as no one else is rising – Deputy Blin.

700 **Deputy Blin:** I was going to take advantage if there were no other questions.

Could the President provide a clear update to the Members on the suspected unexploded ordnance near the Foulon Cemetery, including the current status of the Defence Science and Technology Laboratories (DSTL) analysis, the reasons for the delay against previously stated timelines, the assessed level of risk to nearby residents while the ordnance still remains in situ, and the anticipated next steps and timescales once that report is received?

705 **The Bailiff:** Deputy Leadbeater.

710 **Deputy Leadbeater:** Thank you, sir; and I thank Deputy Blin, it gives me opportunity to put some clarity on this.

We commissioned DSTL to conduct the investigation. We have had the intrusive surveys done. We know that there are anomalies which are sitting about four storeys below the ground. Quite considerably below the ground, the previous surveys at least think. We are waiting for DSTL to come back with further information and advice to us because they are the experts. Unfortunately, they informed us that they were not going to get the advice and the report to us before the end of February 2026. So we have another couple of months to wait.

715 We have kept the residents of Wellington Close updated. Officers went and spoke to them last week and they are fully supportive of the Committee's approach, fully supportive of waiting for DSTL. We could spend another £10,000 to £15,000 on getting a survey done by another company, but we would still need DSTL to analyse those bits and pieces. So it would have been a waste of taxpayers' money.

720 So I can give assurance that the Committee is on it, and Emergency Planning are on it, and DSTL are prioritising – as soon as they have a scientific technician available, they are prioritising this work, and they have assured us that we should have the results by the end of the year.

725

The Bailiff: Deputy de Sausmarez.

730 **Deputy de Sausmarez:** I thank the President for his update and the work that he has indicated his Committee are doing at the moment and intend to tackle in future.

I am sure he shares my shock and horror at the appalling anti-Semitic terrorist attack that took place over the weekend in Sydney. I wonder if he could provide assurances that the police force are in dialogue with groups such as the Jewish community and other groups that may feel as though they are more vulnerable to what I think can be interpreted as a rising tide of tensions, particularly with respect to anti-Semitism, and to make sure that this community understands that that kind of behaviour will not be tolerated.

735

The Bailiff: Deputy Leadbeater.

740 **Deputy Leadbeater:** Thank you, sir; and I thank Deputy de Sausmarez for her question.

The police liaise directly with the Jewish community; I do not have any involvement in these discussions. I have had telephone conversations with the lead from the Jewish community about some of the issues they were facing and this was just ahead of a meeting they were having about the operational advice. They said that they would come back to me if they had any concern about the engagement they had with law enforcement.

745 I have heard nothing since from the Jewish community, so I am hoping they are happy with the response they are getting from Bailiwick Law Enforcement. I am certain that our head of Law Enforcement and his deputy will take this extremely seriously. I want to reassure the community out there that we take this seriously. We take this seriously as a Committee and a police force, and we will do everything we can to protect everyone in our community.

750 **The Bailiff:** Deputy Kazantseva-Miller.

755 **Deputy Kazantseva-Miller:** Sir, over the last couple of years there have been notable efforts to make the night-time economy safer thanks to the work of some of the charities like Safety Net, but also the community. Would the President agree that there has been a notable shift to hopefully making the night-time economy safer? Is there any metrics that the President could report on that prove that positive direction of travel?

760 **The Bailiff:** Deputy Leadbeater.

765 **Deputy Leadbeater:** Thank you, sir; and I thank Deputy Kazantseva-Miller for the question.

This is something that is a key priority for law enforcement, ensuring that people when they go out in our night-time economy are safe and also feel safe. There was an additional presence. I very rarely go to town these days of the evening. I did happen to walk through town in the evening and I was really impressed at just the sheer number and visibility of the law enforcement around there. It made you feel safe.

770 So I thank the Deputy for outlining the fact that we are prioritising the night-time economy and safety of the night-time economy, especially for vulnerable people, women and girls. Also, I have had some people asking me about night-time shopping, and there is quite a big presence of law enforcement, and you might also see armed officers as well, because as we have seen recently in other parts of the world, you can have horrendous situations that happen, and if a police officer has got to go back somewhere to get his weapon to be able to defuse a situation, all sorts of horrendous things can happen.

775 I am really pleased that the law enforcement and the SLT have prioritised the safety of the night-time economy and I thank the Deputy for their support.

Questions for Oral Answer

COMMITTEE FOR HEALTH & SOCIAL CARE

Public Confidence in HSC

The Bailiff: As no one else is rising, we will move away from questions to the President of the Committee for Home Affairs, and we will move into question time proper. The first set of questions comes from Deputy St Pier to the President of the Committee for Health & Social Care.

780 Your first question, please, Deputy St Pier.

Deputy St. Pier: Thank you, sir.

Sir, in an email sent to the head of the Public Service last week, copied to me and shared with permission, one family wrote:

785 My plan ... had been to request a meeting with you ... Sadly, events of last week make me feel like I am not necessarily safe to do that, for fear of being accused of harassment ... However, with the events of last week, most families feel

renewed terror about speaking out. I do not exaggerate when I use the word 'terror'. Those of us who already feel exposed and unsafe in the system feel even more so..

Does the President agree that urgent action is required to build public confidence and faith in States' regulatory, governance and complaints processes, and to remove any fear or repercussion for those engaging with them?

790 Thank you, sir.

The Bailiff: Deputy Oswald, the President, to reply, please.

Deputy Oswald: Thank you, sir, and I thank Deputy St Pier for his question.

795 Sir, I can only reply on behalf of the Committee for Health & Social Care. A working group will be convened to provide recommendations to the Committee regarding actions that could be taken to create greater public confidence and insurance that learning outcomes are being actioned across HSC. There will be three specific work schemes overseen by the working group.

800 The first one is a listening exercise with the families and service users who have expressed concerns to Deputy St Pier to understand the nature of the concerns that have been raised and why, in some cases, formal complaints have not been submitted. The Committee welcomes the fact that CareWatch is already engaging with these families and have invited CareWatch to identify any key themes for the Committee to consider.

805 Two, a separate listening exercise with healthcare professionals who have been directly involved to ensure that a voice and perspective is also considered.

810 Three, the working group will provide recommendations to the Committee regarding actions that could be taken to enhance the joint HSC-MSG complaints process to create greater public confidence and assurance that learning outcomes are being actioned across HSC to prevent future recurrence.

815 In addition, the Committee will consider whether, in the light of the feedback received, any further reviews of service areas that are required to build greater trust and confidence. We are also committed to reviewing the health and care regulatory framework. This process of engage, appreciate, review and consider is not something that can be hurried, much as early conclusions may be wished for and pressed for. All parties, both service providers and service users, will need to be consulted.

The Bailiff: Supplementary, Deputy St Pier.

Deputy St Pier: Yes, sir, I have two supplementary questions.

820 The first of which is the President has referred to healthcare professionals in his response. If the President accepts that among healthcare professionals there will be some who are fearful of speaking up or speaking out about practices or behaviours among colleagues, what steps will be taken to create a safe space for them to come forward?

825 **Deputy Oswald:** Thank you, Deputy St Pier.

We have considered that specific point and we believe the listening group that we are setting up under the chairmanship of Deputy Rochester will invite those professionals who have been afraid to speak out to specifically contact them on those points.

830 **The Bailiff:** Deputy Oswald, it would be nice if you waited until you were invited to reply. Deputy St Pier, second supplementary.

Deputy St Pier: Thank you, sir.

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

835 Sir, the original question referred to the need for urgent action to build public confidence and trust. While the response said the process 'is not something that can be hurried', can the President provide an indicative timetable for the process of these actions?

The Bailiff: Deputy Oswald.

840 **Deputy Oswald:** Thank you, Deputy St Pier.

I do not think I can advance anything more than what I have already said. This has to be an assured process to give public reassurance and we will commit to produce a response as soon as is practicable, but I will not endeavour to produce a timeline at this particular stage.

845 **The Bailiff:** Supplementary, Deputy Gollop.

850 **Deputy Gollop:** There has been an assertion in the question that various people, the families, are afraid perhaps of legal or other consequences if they speak out. Would it be possible for Health & Social Care, as a political Committee, to invite representatives of those families to meet the entire political board?

The Bailiff: Deputy Oswald.

Deputy Oswald: Thank you, Deputy Gollop.

855 It would be possible. It would be something that our working group will have to make a decision upon and come back to the Committee with a recommendation on that point, should they feel it so appropriate.

Joint HSC-MSG Complaints Policy

The Bailiff: Your second question to the President, please, Deputy St. Pier.

860 **Deputy St Pier:** Thank you.

What steps has or is the Committee taking to review the Joint HSC-MFG Complaints Policy and processes?

865 **The Bailiff:** Deputy Oswald to reply, please.

Deputy Oswald: Thank you, sir; and thank you, Deputy St Pier.

870 The Committee regularly reviews the Joint HSC-MSG Complaints Policy. The policy was last reviewed in 2023 and is due to be reviewed in 2026. The operational effectiveness of the complaints process was audited in 2021. As mentioned, a working group will convene to provide recommendations to the Committee regarding actions that could be taken to enhance the joint complaints process to create greater public confidence and assurance that learning outcomes are being actioned across HSC.

875 **The Bailiff:** Supplementary, Deputy St Pier.

Deputy St Pier: Yes, thank you, sir.

880 Sir, speaking with the benefit of experience of having recently been on HSC, does the President agree with me that at present there is no mechanism in the reporting of complaints to the Committee by which the Committee can derive assurance that learning outcomes are being actioned?

The Bailiff: Deputy Oswald to reply, please.

885 **Deputy Oswald:** I apologise again, sir.

Thank you, Deputy St Pier.

I take your point. Again this will be something which I am sure will be discussed and fed back to the Committee for action as appropriate by the working group.

890 **The Bailiff:** Second supplementary, Deputy St Pier.

Deputy St Pier: Does the President agree that the complaints and appeals processes are hindered in the public's eyes by the lack, perceived or otherwise, of independence in the process?

895 **The Bailiff:** Deputy Oswald to reply, please.

Deputy Oswald: Yes, sir, and I think we will probably come on to that phase in the answer to question 3, as to the role of independence in this process, and we will be considering that, and I will enlighten you further in response to question 3.

Historic safeguarding cases - Independent Inquiry

900

The Bailiff: Your third question to the President, please, Deputy St Pier.

Deputy St Pier: Thank you, sir.

Will the Committee commission an independent inquiry or review into historic case?

905

The Bailiff: Deputy Oswald to reply, please.

Deputy Oswald: Thank you, Deputy St Pier; thank you, sir.

The Committee is not planning at present to commission any further independent inquiry or review into historic cases. In 2021, the previous Committee commissioned Sue Walters to undertake a local investigation into complaints from families about the use of safeguarding processes. This became known as the Learning Report. The Learning Report made a large number of recommendations to build an integrated and robust safeguarding process. A task and finish group was established to implement the recommendation to address concerns arising around safeguarding matters and included a representative nominated by the families. All except one of the recommendations was completed by the task and finish group.

To summarise, the Committee is establishing a working group to provide recommendations to the Committee regarding actions that could be taken to create greater public confidence and assurance that learning outcomes are being actions across HSC.

920

The Bailiff: First supplementary, Deputy St Pier.

Deputy St Pier: Yes, sir.

For the record, the Learning Report was actually commissioned by the responsible officer, not by the Committee, but while the President's response has referred to the 2021 independent review, which was narrowly focused on safeguarding processes, does the President accept that historic and current complaints go well beyond a narrow issue?

930 **The Bailiff:** Deputy Oswald to reply, please.

Deputy Oswald: Yes, sir, I do accept that. I think in some part of our process which we are about to undertake we will be considering the role of an independent body and independent input into the complaints process under G107 as it currently exists.

935 **The Bailiff:** Second supplementary, Deputy St Pier.

Deputy St Pier: Yes, thank you, sir.

Final question for me. What will or would it take for the Committee to accept that an independent inquiry is now warranted?

940 **The Bailiff:** Deputy Oswald to reply, please.

Deputy Oswald: It would take the Committee to accept that term, what you suggested, if our working group comes back and says that is the way we should go, that is the way we will go.

945 **The Bailiff:** Deputy Ozanne.

Deputy Ozanne: Thank you, sir.

950 Would the President agree with me that perhaps a better use of funds to an inquiry would be to use the time and money involved to help change culture within the HSC to become a learning environment, and that it is culture change that is required rather than a review of historic roles?

The Bailiff: Deputy Oswald.

955 **Deputy Oswald:** Thank you, sir; thank you, Deputy Ozanne, for that interesting point.

I think that culture change is important. It is probably the most difficult thing of all to change, not just in healthcare delivery but throughout public service. I do not think we can encourage culture change without knowing more about the actual process, which has meant why some families have not come forward in the engagement complaints process. For that, we considered the points, and 960 we got to hear from the families through an internal but relatively independent process so we can feed back that learning into the group and decide what we are going to do.

The Bailiff: Deputy Gollop, supplementary.

965 **Deputy Gollop:** Deputy Oswald has outlined a three-staged process in terms of approving the role of Deputy Rochester in preference to another independent inquiry, but is there a resource cost that has to be found within HSC or others in order to complete the workstreams outlined?

970 **The Bailiff:** Deputy Oswald.

Deputy Oswald: Thank you, Deputy Gollop; and thank you, sir, for that question.

I think the problem with an independent process *de novo* is that it takes time and resources for any external working group to get acquainted with the peculiarities of the local system, which is why we feel with, to start off with, an internal process is appropriate, using as much as possible 975 independent resources as we can, again locally.

For that, in terms of actual cash, if that is what you are turning to in terms of resource allocation, then that will be business as usual as far as HSC is concerned.

980 **The Bailiff:** Second supplementary, Deputy Gollop.

985 **Deputy Gollop:** Yes. Will the internal review be robust in the sense that it not only looks at Deputy Ozanne's cultural change issues, that it perhaps includes within its consultation not just senior and very respected medical professionals, but also potentially ombudsman-type people and people skilled in law and other disciplines in order to have a wide range of expertise to draw upon?

The Bailiff: Deputy Oswald to reply.

990 **Deputy Oswald:** Thank you, sir; and thank you, Deputy Gollop, for that supplementary.

I take your point. Just be aware that this process in setting up the working groups that we are going to do has been initiated in the last two to three weeks, and clearly we have not considered all the measures that you have suggested, but undoubtedly we will do and act as appropriate, if necessary.

995 **The Bailiff:** Supplementary, Deputy McKenna.

1000 **Deputy McKenna:** Thank you, sir; and through you to the President.

Would the President agree with me? There is no point in Health & Social Care paying for an independent review of anything when the Assembly can disregard it if they do not like the answer, as they did with the Code of Conduct Review and the appeal.

The Bailiff: Deputy Oswald.

1005 **Deputy Oswald:** Thank you, Deputy McKenna, for that question.

I think there is a place for independent reviews in much of what we do. Clearly an independent review will always produce a recommendation and within the remit of HSC we are within our rights whether to ignore or to action those recommendations. Indeed there have been independent reviews in the past which have produced recommendations specific to HSC, which clearly were not correct and we did not take action on them.

1010 So, yes, if we commission an independent review and if they make a recommendation, we do have the right to action it or not, as the case may be. I would hope that, if it is appropriate, then we would action it and would not subject it to the review process that you allude to.

COMMITTEE FOR ECONOMIC DEVELOPMENT

Guernsey Finance CEO recruitment

1015 **The Bailiff:** That concludes that set of questions. The next question is to be asked by Deputy Sloan to the President of the Committee for Economic Development. Deputy Sloan, your question, please.

Deputy Sloan: Thank you, sir.

1020 Noting the announcement of the new CEO of Guernsey Finance on 8th December, to what extent and when in the process was the President of the Committee aware of the recruitment arrangements and their outcome?

The Bailiff: I call on the President, Deputy Kazantseva-Miller to reply, please.

1025 **Deputy Kazantseva-Miller:** Thank you, sir.

The selection and appointment of a CEO is an operational decision for the Board of Directors of Guernsey Finance. The Board of Guernsey Finance communicated their intention to me, the

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

President of the Committee, to appoint a new Chief Executive Officer via the Committee for Economic Development's political appointee on 25th November 2025.

1030 On the 27th November, the Board met with the Committee to inter-alia present on the selection process and criteria used to select the preferred candidate, seeking the Committee's consent in respect of the level of remuneration in accordance with the Guernsey Finance Articles of Incorporation.

Following this meeting, on the 28th November, the Committee wrote to the Board confirming its consent.

1035

The Bailiff: Supplementary, Deputy Sloan.

Deputy Sloan: Thank you, sir.

1040 In light of the President's answer confirming the Committee's engagement with the Board and its role in consenting to senior remuneration, and given that there is around £2.5 million a year in direct taxpayer funding – which as far as I can tell there is no regular public report of specific KPIs or performance measures – can the President set out if the performance framework, that is, what specific objectives, performance measures or delivery commitments have been agreed with the Board against which the new Chief Executive and Guernsey Finance will be assessed for the purposes 1045 of accountability and value for money for the taxpayer?

The Bailiff: Deputy Kazantseva-Miller.

1050 **Deputy Kazantseva-Miller:** Sir, I am not sure if this question fully arises from the responses given, but the Committee, through the engagement with the new Board and having a political presentation, will be refreshing the KPI process also as we develop for a new funding round which will be due to be undertaken in the next political year. So this is very much a live process which the Committee will undertake in close collaboration with the Guernsey Finance Board.

1055

The Bailiff: Second supplementary, Deputy Sloan.

1060 **Deputy Sloan:** I see, yes, KPI is always under development. While I appreciate the President's characterisation of this as an operational matter, I am noting a recent press report with the President's comments that Guernsey Finance is a case for greater political scrutiny, and that there have been recent changes to the Board, including the appointment of a new political representative.

Given that Guernsey Finance is largely funded by the taxpayer and the Committee's consent was required in respect of the remuneration for this appointment, what assurance did the Committee seek or receive that the appointment arrangements met the appropriate standard of transparency and accountability for a publicly funded body?

1065

The Bailiff: Deputy Kazantseva-Miller.

1070 **Deputy Kazantseva-Miller:** First of all, Guernsey Finance is jointly, effectively owned by the States of Guernsey, not the taxpayer, but also the industry, so they have got equal representation in terms of decision-making power. The industry is also a very strong contributor in terms of funding, so it is not solely a taxpayer-funded body. We have right now specifically prescribed criteria in terms of the Articles of Incorporation, which seek the Committee's consent in relation to certain matters such as remuneration.

1075 We have worked very closely with the Board who presented the process that they had undertaken, which is ultimately a process they are responsible for running and the Committee unanimously approved the propositions in front of the Committee.

The Bailiff: Supplementary, Deputy Falla.

1080 **Deputy Falla:** Thank you, sir.
Does the Economic Development Committee have full confidence in the Board and Executive of Guernsey Finance?

1085 **The Bailiff:** Deputy Kazantseva-Miller.
Deputy Kazantseva-Miller: Yes.

COMMITTEE FOR HOUSING

Housing for newly released prisoners

The Bailiff: No one else is rising so the final set of Rule 11 questions are being asked by Deputy Gollop of the Committee for Housing. Your first question, please, Deputy Gollop.

1090 **Deputy Gollop:** Thank you very much, sir.
I have got a sore throat today and it is stopping me speaking, which I am sure Members will understand. My question is: are Housing, beyond the recent update last month, specifically working on a joint working safeguarding workstream to ensure newly released prisoners can access safe, appropriate and affordable accommodation?

1095 **The Bailiff:** I call on the President of the Committee, Deputy Williams, to reply, please.

1100 **Deputy Williams:** Thank you, sir; and thank you Deputy Gollop for the question.
I am informed the Committee for Home Affairs are currently leading on a project to provide appropriate accommodation options for ex-offenders. Officers supporting the Committee have been feeding into this work and it will be considered as part of the assessment of need under the Homelessness Delivery and Implementation Plan.

1105 The plan delivered in partnership with At Home in Guernsey will seek to co-ordinate services provided to people experiencing homelessness and ensure that the services and accommodation that are available to them meet their needs and support their transition to a more permanent housing situation. This will be informed by the data that has been collated through the At Home notification form and feedback from other services to ensure that what is provided matches the need that is experienced in reality.

1110 **Deputy Gollop:** I thank the President –

The Bailiff: Supplementary question, Deputy Gollop.

Deputy Gollop: Yes, sorry about that, sir.

1115 **The Bailiff:** First supplementary.

Deputy Gollop: I am doing the same thing.

1120 I thank the President for his answer, but are the Committee working not just with Home Affairs that I sit on and am aware, but with other crucial Committees like Health & Social Care and Education because elements of this workstream go across the piece and to the cross-Committee safeguarding role that Policy & Resources leads on?

1125 **The Bailiff:** Deputy Williams to reply.

Deputy Williams: Thank you, sir; and thank you to Deputy Gollop.

We have not been actively working with HSC or Education on this. We have obviously got quite a mandate at the moment in trying to focus our energies in certain areas. We are, however, working with a lot of third sector organisations and the positives recently have been obviously that Caritas have got some pods for emergency accommodation at Vale. We are talking to them also about additional units in future.

Obviously we had the Action for Children flats recently opened as well to accommodate people up to the age of 25 in training flats and we are actively discussing with At Home in Guernsey about opportunities with them in order to try and widen the service as well. So we are actually devoting a lot of our attention to actually trying to deal with a lot of third sector organisations.

1135 **The Bailiff:** Second supplementary, Deputy Gollop.

1140 **Deputy Gollop:** I thank the President for his answer but can he confirm that they would, in principle, be interested in working also with a Committee that does a lot of good work for Home and ESS, an organisation, Rehabilitation of Ex-Offenders, and also the Creative Learning in Prison (CLIP) prison organisation to ensure that we have a multi-agency, multisector approach?

1145 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and thank you to Deputy Gollop.

Yes, we are interested in talking to a wide range of people. We are actually part of the Homelessness Forum, which actually gathers a lot of these people together already involved in the areas of concerns about homelessness. There are a lot of individuals and agencies involved in that so I do not want to duplicate meetings and overlap, so we will have a look at the suggestions Deputy Gollop raises, and I will raise it with our officers as well, in order to make sure that there are not any gaps and that we are filling everything. But we are trying to avoid obviously duplication and a duplicated descriptions as well.

1155 Thank you.

The Bailiff: Deputy St Pier, supplementary.

Deputy St Pier: Thank you, sir.

1160 Does the President agree with me that one of the challenges, whether it is for recently released prisoners or others in housing need, is the challenge of providing a pipeline? In other words, it is insufficient to simply to provide short-term accommodation unless there is something into which those individuals can subsequently move. That is an issue that probably goes beyond the third sector and no doubt is engaging his Committee.

1165 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and I thank Deputy St Pier for that question.

1170 He is absolutely right. There is no point in providing lots of temporary accommodation if then that is filled up and we cannot move people on, therefore it does not become temporary accommodation, it becomes virtually permanent. So there is a whole pipeline issue here in order to try and work it through. That is very difficult in the current market. We have got very high demand, we have got a shortage of supply, there is a real affordability issue.

As we see more new homes coming through, we get re-lets as well of existing accommodation, we can try and get some of that movement, but we have to have a pipeline of accommodation.

1175 There is no point in just providing temporary accommodation and effectively, what they call in the industry, it silts up and we just cannot move people around. So the pipeline is absolutely critical.
Thank you.

Homeless young people accommodation

1180 **The Bailiff** Your second question to the President, please, Deputy Gollop.

Deputy Gollop: Thank you very much.

Beyond the excellent improvement in action for children accommodation, is the Housing Committee focused on working on a collaborative partnership with the third sector and other agencies in improving accommodation for sofa-surfing homeless young people?

1185 **The Bailiff:** The President, Deputy Williams, to reply, please.

Deputy Williams: Thank you, sir; and thank you to Deputy Gollop for that question.

I have sort of alluded to it already in my first response, which is the Committee was pleased to be able to visit the new Action for Children training flats recently in Victoria Road; very impressive. They have done a cracking job, especially with the support of Maison St Pierre's funding. The Committee has been engaging with Action for Children around support and accommodation for young people. While it is important to note that the Homelessness Delivery and Implementation Plan is focused on people over the age of 25, their provision will be considered as part of the overall assessment of need and what, if anything, maybe we can do to support this group in addition to the substantial support that we have provided already with the work that has been done by Action for Children.

We are also talking to At Home in Guernsey, as I have mentioned already, part of a homelessness forum, in discussions with Caritas and any agencies that are involved in the Housing Forum, we are actively working out a way to try to tackle the pressing problems with housing.

The Bailiff: Supplementary, Deputy Gollop.

1205 **Deputy Gollop:** The President, on behalf of the Housing Committee, has twice mentioned Caritas and the pods. Is it therefore intended in certain circumstances that these new pods could be used by persons under the age of 25, if appropriate?

The Bailiff: Deputy Williams.

1210 **Deputy Williams:** Thank you, sir.

Caritas themselves are managing those two emergency sleep pods at the moment, so it is down to them to set what – they are managing and maintaining it. We are not implementing terms of conditions on them. I do not believe they have an age limit issue at the moment, although you may have more information on it than I do. I do not believe they are excluding various people, but it is for them to manage. We are talking to them as well about where we might site additional units that are more self-contained. That is just a bedroom pod at the moment, we are trying to provide more actually habitable living accommodation elsewhere on other sites. But it is a matter of where we locate those inevitably they are not going to stay for a short period, they will be there for quite a period, I suspect.

1220 **The Bailiff:** Second supplementary, Deputy Gollop.

Deputy Gollop: Thank you very much, sir.

1225 You mentioned in your first answer about the importance of Homelessness Delivery and Implementation Plan. Why is it only focused predominantly on people over the age of 25 and not perhaps going to 16-year-olds or 18-year-olds?

The Bailiff: Deputy Williams.

1230 **Deputy Williams:** Thank you, sir; and I thank, Deputy Gollop.

1235 I do not think we were going to be very specific and obviously we need to work with Action for Children so that we are not crossing over what they are doing as well. But as far as I am aware, we will be looking to assist people under the age of 25 with Action for Children on that as well in terms of the additional training means and things like that, in order to sustain a tenancy and be able to have the necessary life skills to live independently.

I am not aware of an age limit, I will take that up if there is one and I will look into it but I was not clear on that.

Thank you.

1240 **The Bailiff:** Deputy St Pier.

1245 **Deputy St Pier:** Sir, does the President agree with my understanding that the homelessness needs of younger people, those under 25, are significantly different from those specifically older, and therefore it does require a very different response. Hence the role for *[Inaudible 11.05.25]* and others, and that the cohorts are very different from each other. Therefore, how those needs are met is important as well. Does he agree with that statement?

The Bailiff: Deputy Williams.

1250 **Deputy Williams:** Thank you, sir; and thank you Deputy St Pier.

1255 Yes, I agree entirely. From my experience in the past with working for Windsor Housing Association I have seen that you have to be very careful for a lot of young people who do not necessarily have got the life skills to sustain a tenancy and live independently because they may have come from a background where their parents have not been able to give them that background; a solid family background. So, yes, it is more than just accommodation. With some people you can just give them accommodation but you know they are going to fail, they are going to get into various problems because they have not been used to managing their money and managing bills. Hence the training flats that Action for Children provide are absolutely superb in terms of assisting people around normal life skills. Things that a lot of people might take for granted, but they need that support.

1260 So, yes, it is more than just accommodation, they definitely need that support.

Future options for St Julian's House

The Bailiff: Deputy van Katwyk. (*Interjection and laughter*) Is leaving the building.

Your third question to the President, then please, Deputy Gollop.

1265

Deputy Gollop: This is my final main question. Will Housing provide a consultation paper, maybe workshop, for States' Members and other stakeholders regarding the future options for redesigning St Julian's House?

1270 **The Bailiff:** Deputy Williams to reply, please.

Deputy Williams: Thank you, sir; and thank you, Deputy Gollop.

Just for clarity, the Housing Committee only took over responsibility three weeks ago for St Julian's House. The Committee is keen that the operations delivered through St Julian's House reflect the services needed by the Island. We need to be clear about the role it plays within the wider support network and it is equipped to deliver that role.

1275 At this time our intention is for any engagement to occur through representative groups such as the Homelessness Forum, through direct committee to committee liaison and through other stakeholders on a case-by-case basis. Our desire is to see a clear path for housing homeless people and ensuring that all the relevant agencies cover the range of people seeking help.

1280 This will be supported by the data gathering work I mentioned in response to an earlier question, which At Home in Guernsey are taking the lead on. With that said, we are always open to dialogue, and if the questioner or any other individual has specific thoughts, we would be happy to hear them. Inevitably, it is about the bigger picture and the various agencies filling the various gaps in the homelessness problem that we have.

1285 **The Bailiff:** Supplementary, Deputy Gollop.

Deputy Gollop: Thank you.

1290 I would wish to present my views. In an earlier life, when I was a member of the Friends of St Julian's, I dressed up as Father Christmas and gave cigarettes to the residents. I would not be allowed to do that now but I think my question is: times have moved on and would the Committee be looking at maybe having a quite revolutionary new look at St Julian's and maybe whether it is even in the right place to service the community needs as well as it can do?

1295 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and thank you, Deputy Gollop.

1300 Yes, we are very interested in having a good look at how it fits, how it works, whether it is the right location, the right service, and just assess the whole provision. So, yes, it is definitely on our radar. As I mentioned earlier, we only took it over three weeks ago as a Committee, so it is very early days but, yes, we are very keen to see what it provides; is it the right sort of service, and how it can address, hopefully, the homeless problems that we have. Yes, we are taking that up.

1305 Thank you.

The Bailiff: Second supplementary, Deputy Gollop.

1310 **Deputy Gollop:** I will praise the work St Julian's does now and in the past, but I would point out that it has come from a health and social care model and it is now in a housing situation. My question is: as a first step before the bigger review, would Housing look at whether some of the disciplinary rules are appropriate for all of their clients and customers because anecdotally constituents say that some people are excluded because of challenging behaviour.

1315 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and thank you, Deputy Gollop.

1320 It is an area that we will obviously have a look at in terms of the restrictions and conditions they have. I know that there are certain conditions in terms of it is not a wet house, it is a dry house set up, there are various issues in terms of staffing, in terms of dealing with certain behaviours and things like that. So it is an area that we will have a good look at. We have already met with the manager and had a general overview but we want to get into it in more detail, so that will certainly be something that we can take up.

Thank you.

1325 **The Bailiff:** Deputy St Pier.

Deputy St Pier: Sir, having moved the amendments to move St Julian's House in 2019, I am delighted to hear that that has now happened. My question is perhaps an invitation for Deputy Williams to be really bolder in his response to Deputy Gollop's question about the suitability of St Julian's House, in other words, whether it is fit for purpose, given its very aged structure.

1330 Indeed, would Housing welcome the opportunity to discuss with Policy & Resources and the States Property Unit, seeking to plan for alternative accommodation in order to ensure that the service is fit for purpose.

1335 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and thank you, Deputy St. Pier.

1340 It is obviously early days but my general view, having looked at it in the past few years ago, is the building is not in very good condition. However, it occupies a large site in a very good location. So from a development point of view, it is a very valuable site. I certainly think that there is scope for looking at realising the asset value from that site for the States in order to invest the funds in something more suitable for the residents and to provide a better service for those residents as well, because the accommodation is not acceptable.

1345 It has basically been patched up at the minimum cost, which is understandable in the financial circumstances. but it does provide good accommodation and there is a lot of dormitory-type accommodation there which proved the problem during COVID with isolation, and hence a lot of the space could not be used during COVID due to the lack of separation.

Yes, I think it is a great opportunity to look at the asset in terms of the value to the States but also better accommodation for the residents as well.

1350 Thank you.

The Bailiff: Deputy Leadbeater.

Deputy Leadbeater: Thank you, sir.

1355 I thank Deputy Williams for outlining that the Committee values the kind of real estate that that building sits on and would like to do something else with in the future. But I just want to go back to Deputy Gollop who asked about conditions and what we are going to do with it.

I was under the impression that HSC is still operating the facility. Is my understanding correct?

1360 **The Bailiff:** Deputy Williams.

Deputy Williams: Thank you, sir; and thank you, Deputy Leadbeater.

1365 Yes, HSC are still managing the accommodation in terms of management of the staff, as I understand it, so it has been transferred in terms of the responsibility of the building to ourselves, but they are directly employed as HSC staff still, as it has been for several years. But we can still be looking at the points that have been raised about the terms, around the conditions that are set for people who occupy the building and we have agreed to look at that.

Thank you.

POLICY & RESOURCES COMMITTEE

Death Certificate fee increase

1370 **The Bailiff:** Nobody else is leaping to their feet to ask further supplementary questions. Now, I have given permission for a question pursuant to Rule 12 to Deputy Ozanne, who is going to pose the question, I think, to the Vice-President of the Policy & Resources Committee.

Deputy Ozanne, your question, please.

1375 **Deputy Ozanne:** Thank you, sir. I do not mind who answers, but given the rising level of funeral poverty on the Island, why has the Policy & Resources Committee just announced their intention to double the cost of a death certificate from £20 in 2024 to £40 in 2026, well above inflation and not in line with the death grant increases, without any consultation with funeral directors?

1380 **The Bailiff:** The Vice-President, Deputy St Pier to reply, please.

Deputy St Pier: Yes, just for clarity, I am responding on behalf of the Committee, given the absence from the Committee meeting yesterday of the President for personal reasons.

1385 The Policy & Resources Committee is responsible for making regulations applicable to all court fees, and it receives recommendations in relation to those from His Majesty's Greffier. Historically, there had not been regular reviews on these charges. This was identified during the previous term and steps have been taken to move forward towards the cost recovery charging policy which has been extended in the States for a number of years.

1390 The Committee was informed this month that now fees better reflect the work involved. It will be a general policy to apply annual increases for most Royal Court fees in line with RPI from June each year to June. The death certificate has been £20 since 1st January 2012, it was increased in 2023 to £30 for the year 2024 and was not increased in 2024 for the year 2025. It will be £40 with effect from 1st January 2026. There is no fee involved in registering a death. This death certificate fee represents the cost recovery of the administration involved with certified documents. The Court does not undertake stakeholder consultation on these operational matters and the fees are not associated in any way with the death grant which engages the mandate of Deputy Ozanne's Committee, the Committee for Employment & Social Security.

1400 **The Bailiff:** Supplementary question.

Deputy Ozanne: Thank you, sir.

A rise in 50% each year, 2024 and 2025, i.e. a doubling, which is three times what the UK currently charge at £12.50, is to many extortionate. I am told that they used to be just £6 and were handwritten, and now they are easily done on a word file using information that funeral directors supply and are just stamped. So for many families who require more than one death certificate, this increase in fee is to them a stealth tax. Rather than create a stealth tax, would the President or Vice-President agree they should look at more cost-effective operational costs for helping people at this difficult time of their lives?

1410 **The Bailiff:** Vice-President to reply, please.

Deputy St Pier: Sir, the rate of inflation from June 2021 to June 2025 was 52.4% and in fact the death grant was 7.5% greater than the rate of inflation. It is worth noting that they then referenced the UK equivalent. The Jersey equivalent is actually £33.12, or £66.24 if urgent, so I think that probably is more relevant and gives a closer comparison. It is worth noting that, as I said, the fees charged seek to reflect the costs involved, and there is work associated by the Greffe and the law

officers in relation to due diligence on death certificates that are issued, if required, because if not – I think this is only in relation to those who have certified copies.

1420 Thank you.

The Bailiff: Second supplementary, Deputy Ozanne.

Deputy Ozanne: Thank you, sir.

1425 Given the rising level of funeral poverty on the Island, with one funeral director sharing with me that he has had to support at least 15% of his clients with reduced fees this year, and given particularly the on-cost of the States' crematorium fees and cremation, which is nearly £1,000, and burial at the Foulon nearly £6,000, is it time that P&R looked at fees associated with dying in Guernsey, especially given our ageing population?

1430 Thank you, sir.

The Bailiff: Vice-President to reply, please.

Deputy St Pier: Thank you, sir, and I am grateful for the question.

1435 In response to Deputy Ozanne, I think it is worth pointing out that the death certificates have risen from £30 to £40 as described in the response to the Rule 12 question, so £10 increase. I think, with respect, putting that in the context of the overall costs of following death and hence the funeral poverty that Deputy Ozanne refers to, I think it was clearly very marginal in that context.

1440 In relation to the wider issue, which she references, I would suggest that that very much is an issue which does sit within the mandate of the Committee for Employment & Social Security, and no doubt, if they have proposals in that regard, I would expect them to come forward to be part of an ongoing dialogue between those two groups.

The Bailiff: Supplementary, Deputy Gollop.

1445

Deputy Gollop: Did the Committee not consider £30, 50%, a fairer uplift and, if not, is this not a case of fees that stay too long at one level and then have to be uplifted rather than regularly reviewed?

1450 **The Bailiff:** Deputy St Pier to reply.

1455 **Deputy St Pier:** Sir, just to reiterate the increase is from £30 to £40, but Deputy Gollop's point is absolutely correct that this is a problem as a result of infrequent increases which lead to substantial increases when the States and associated public bodies seek to increase charges to reflect costs. So I think it is incumbent on all Committees to keep an eye on charges for which they are responsible to ensure that when they are changed, the changes made are modest enough that they can be managed rather than leaving it for years and then producing what is a very substantial amount.

1460 **The Bailiff:** Deputy Blin, supplementary.

Deputy Blin: Thank you, sir.

1465 I would just like to point out, just doing a bit of research at the same time, that the Isle of Man, if we are doing it comparatively, is at £12 or £14 for a death certificate, Jersey is £43 and a few pence. Deputy St Pier said we pushed it from £30 to £40. The only point I would like to make is that this is actually just putting, in effect, additional burdens on bereaved families. I appreciate the reasoning that it is because we did not catch up and do things. Just overall, £12 to £14, £33 and £30 would align us, we do not always having to catch up. I would agree that it is important for

1470 Committees to take this into account rather than it ending up being mentioned in the Assembly and then raising to the point where we have to discuss it.

The Bailiff: Deputy St Pier, I am not sure there is a question.

1475 **Deputy St Pier:** Sir, as you say, I am not sure there is a question. I can do no more than note Deputy Blin's comments and really refer back to my responses to Deputy Ozanne. I do not think there is anything further I can say.

Billet d'État XXXI

LEGISLATION LAID BEFORE THE STATES

The Plant Health (Amendment of Transitional Provision) (Guernsey) Regulations, 2025

The Notifiable Animal Diseases Order, 2025

The Motor Vehicles, Licensing, Tests and Traffic (Fees) (Guernsey) Regulations, 2025

The Public Transport (Fees) (Guernsey) Regulations, 2025

The Immigration (Bailiwick of Guernsey) (Amendment) (No. 3) Rules, 2025

The Wastewater Charges (Guernsey) Regulations, 2025

The Water Charges (Amendment) Regulations, 2025

The Harbour Dues and Facilities Charges (Guernsey) Regulations, 2025

The Mooring Charges (Guernsey) Regulations, 2025

The Pilotage Dues (Guernsey) Regulations, 2025

The Airport Fees (Guernsey and Alderney) Regulations, 2025

The Waste Disposal and Recovery Charges Regulations, 2025

The Waste Management Services (Charging) Regulations, 2025

The Companies (Registrar) (Fees and Penalties) (Amendment) Regulations 2025

The Limited Liability Partnerships (Fees) (Amendment) Regulations, 2025

The Foundations (Fees) (Guernsey) (Amendment) Regulations, 2025

The Limited Partnerships (Fees) (Amendment) Regulations, 2025

The Limited Liability Partnerships (Registrar) (Fees and Penalties) (Amendment) Regulations, 2025

The Companies (Registrar) (Fees for Migrations) (Amendment) Regulations, 2025

The Parochial Elections (St Pierre du Bois) Regulations, 2025

The Income Tax (Guernsey) (Valuation of Benefits in Kind) (Amendment) Regulations, 2025

The Parochial Elections (St Andrew's) Regulations, 2025

The Bailiff: Jolly good. We will lay the legislation before the States please, Greffier.

1480

The States' Greffier: The following legislation I will lay before the States. The Plant Health (Amendment of Transitional Provision) (Guernsey) Regulations, 2025; The Notifiable Animal Diseases Order, 2025; The Motor Vehicles, Licensing, Tests and Traffic (Fees) (Guernsey) Regulations, 2025; The Public Transport (Fees) (Guernsey) Regulations, 2025; The Immigration (Bailiwick of Guernsey) (Amendment) (No. 3) Rules, 2025; The Wastewater Charges (Guernsey) Regulations, 2025; The Water Charges (Amendment) Regulations, 2025; The Harbour Dues and Facilities Charges (Guernsey) Regulations, 2025; The Mooring Charges (Guernsey) Regulations, 2025; The Pilotage Dues (Guernsey) Regulations, 2025; The Airport Fees (Guernsey and Alderney) Regulations, 2025; The Waste Disposal and Recovery Charges Regulations, 2025; The Waste Management Services (Charging) Regulations, 2025; The Companies (Registrar) (Fees and Penalties) (Amendment) Regulations, 2025; The Limited Liability Partnerships (Fees) (Amendment) Regulations, 2025; The Foundations (Fees) (Guernsey) (Amendment) Regulations, 2025; The Limited Partnerships (Fees) (Amendment) Regulations, 2025; The Limited Liability Partnerships (Registrar) (Fees and Penalties) (Amendment) Regulations, 2025; The Companies (Registrar) (Fees for Migrations) (Amendment) Regulations, 2025; The Parochial Elections (St Pierre du Bois) Regulations, 2025; The Income Tax (Guernsey) (Valuation of Benefits in Kind) (Amendment) Regulations, 2025; The Parochial Elections (St Andrew's) Regulations, 2025.

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1495 Regulations 2025; The Limited Liability Partnerships (Fees) (Amendment) Regulations, 2025; The Foundations (Fees) (Guernsey) (Amendment) Regulations, 2025; The Limited Partnerships (Fees) (Amendment) Regulations, 2025; The Limited Liability Partnerships (Registrar) (Fees and Penalties) (Amendment) Regulations, 2025; The Companies (Registrar) (Fees for Migrations) (Amendment) Regulations, 2025; The Parochial Elections (St Pierre du Bois) Regulations, 2025; The Income Tax (Guernsey) (Valuation of Benefits in Kind) (Amendment) Regulations, 2025; The Parochial Elections (St Andrew's) Regulations, 2025.

1500 **The Bailiff:** Well, all of those statutory instruments have been laid before this meeting, there has been no motion to annul any of them but there will be another opportunity next month.

Next Item, please, Greffier.

LEGISLATION FOR APPROVAL

1. The Medicines (Human and Veterinary) (Bailiwick of Guernsey) Law (Amendment) Ordinance, 2025 – Proposition carried

Article 1.

The States are asked to decide:-

Whether they are of the opinion to approve the draft Ordinance entitled "The Medicines (Human and Veterinary) (Bailiwick of Guernsey) Law (Amendment) Ordinance, 2025" and to direct that the same shall have effect as an Ordinance of the States.

1505 **The States' Greffier:** Article 1, Committee for Health & Social Care, the Medicines (Human and Veterinary) (Bailiwick of Guernsey) Law (Amendment) Ordinance.

The Bailiff: I will invite the President of the Committee, Deputy Oswald, if he wishes to do so, to say something about this draft.

Deputy Oswald: Thank you, sir.

1510 I am delighted to present this Ordinance, the preparation of which was directed by the previous Assembly earlier this year. It is a very technical Ordinance which amends the Medicines Law so that any matters relating to prescription-only medicines can be dealt with by regulations of the Committee rather than by Ordinance of the States, which is currently the case. The Committee agrees with its predecessor that the current process is unnecessarily arduous and has not allowed previous Committees to easily keep up with changes in medicines provision in the UK and beyond.

1515 This can be seen in the area of non-medical prescribing which, as the name suggests, refers to prescribing of medicines by health professionals who are not doctors or dentists. This kind of prescribing has been increasingly adopted internationally because it enhances the multidisciplinary nature of care provision and improves access to care and patient safety. It puts a patient at the centre of their care.

1520 While one of the Committee's key priorities is to undertake a whole system review of delivery and funding of health and care, the Committee does not see any reason to delay this first step of this work to await the findings of a more comprehensive review. Expanding the groups of professionals who can be lawfully prescribed will have several benefits for Islanders. For example, paramedics in the UK with the necessary qualification can prescribe. For many patients this means timelier access to medications and that more care can be received in their home, avoiding unnecessary attendances to the Emergency Department.

1530 Officers have advised that attempts to recruit an advanced paramedic practitioner in the Emergency Department have been unsuccessful. Potential candidates did not want to move to a jurisdiction where they would be unable to maintain their independent prescriber status.

As pressures on health and care providers increase, non-medical prescribing can maximise the expertise of the existing workforce by allowing professionals to work across the full scope of their professional practice, reducing the need for service users to have multiple appointments with different professionals.

1535 As a programme of work, the Committee is likely to adopt an incremental extension of prescribing rights, ensuring the necessary training and governance arrangements are in place. This will include arrangements to access patient records. If the Committee remained under requirement to return to the Assembly to seek amendment by way of Ordinance, it would be resource intensive and likely to cause continued delays to expand the non-medical prescribing programme or other important policy and legislative work within the Committee's mandate.

1540 Importantly, the Committee will also be able to amend the provisions around the storage of anaphylaxis medication in schools. Currently parents are required to provide schools up to three EpiPens for a child because the legislation does not allow schools to keep stock of the drug. This is problematic for parents and schools in terms of inconvenience, cost and storage management.

1545 Finally, as a matter of legislative housekeeping, officers notice that there is currently no requirement in the Medicines Law to lay any regulations before the States. This Ordinance changes that so that any regulations made in future will be laid before the Assembly. This would put in place a mechanism for any regulations to be annulled, as is the case with nearly all regulations made under statutory law in Guernsey. I ask that you approve this Ordinance which will enhance the flexibility within the current legislative framework to catch up and keep pace with future developments in the safe supply of medicines for the benefit of our community.

1550 Thank you, sir.

The Bailiff: Does anyone wish to debate the draft Ordinance? No. On that basis, I will invite the – Deputy Goy.

Deputy Goy: Thank you, sir.

1560 I have a question for the President. So this amendment is going to shift a lot of power from the Assembly to HSC. Is there any safeguard to prevent any specific lobby groups or interests to potentially influence HSC's decision when it comes to prescription medicines?

1565 Thank you.

The Bailiff: Well, as no one else is rising, I will turn back to the President, Deputy Oswald, to reply to that question from Deputy Goy.

1565 **Deputy Oswald:** Thank you, Deputy Goy, for that interesting question. I do not think I have ever quite experienced a similar question of this nature before.

1570 Those who prescribe on one method of prescribing would be governed by their regulatory authorities. Only those who belong to a professional regulatory authority will have that ability to prescribe having completed the appropriate training. Some of these prescribers may be subject to pressure from service users to prescribe inappropriately, but they will be bound by their professional regulations not so to do. I would also note that any regulation we bring back to the States can be potentially – I give way to Deputy St Pier.

1575 **Deputy St Pier:** I am grateful to Deputy Oswald for giving way. Hopefully this is a helpful intervention from being a member of the previous Committee and, therefore, hopefully able to assist in answering Deputy Goy's question, which was very much about the transfer of power from the Assembly to the Committee in relation to prescribers.

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

1580 I think the answer to Deputy Goy is probably addressed by the final point which Deputy Oswald made, which is that any future regulations will be subject to *[Inaudible 11.31.24]* so Deputy Goy and others in the future will be able to retain the opportunity to bring matters to the floor of this Assembly if they are not happy that the Committee has not somewhere been pressured. Therefore, the mechanism remains for this Assembly to remain in control, albeit in a nimbler fashion, by enabling the Committee to make regulations rather than them being pressured.

1585 I hope that is a useful intervention for Deputy Oswald.

Deputy Oswald: Thank you, Deputy St Pier.

The Bailiff: Members, we will go to the vote then. Greffier, please open the voting.

1590 *There was a recorded vote.*

Carried – Pour 33, Contre 0, Ne vote pas 0, Did not vote 0, Absent 7

Pour	Contre	Ne vote pas	Did not vote	Absent
Blin, Chris	None	None	None	Cameron, Andy
Burford, Yvonne				Gollop, John
Bury, Tina				Hill, Edward
Camp, Haley				Inder, Neil
Collins, Garry				Le Tocq, Jonathan
Curgenven, Rob				Montague, Paul
de Sausmarez, Lindsay				Snowdon, Alexander
Dorrity, David				
Falla, Steve				
Gabriel, Adrian				
Goy, David				
Hansmann Rouxel, Sarah				
Helyar, Mark				
Humphreys, Rhona				
Kay-Mouat, Bruno				
Kazantseva-Miller, Sasha				
Laine, Marc				
Leadbeater, Marc				
Malik, Munazza				
Matthews, Aidan				
McKenna, Liam				
Niles, Andrew				
Oswald, George				
Ozanne, Jayne				
Parkinson, Charles				
Rochester, Sally				
Rylatt, Tom				
Sloan, Andy				
St Pier, Gavin				
Strachan, Jennifer				
Van Katwyk, Lee				
Vermeulen, Simon				
Williams, Steve				

1595

The Bailiff: In respect of the draft Ordinance there voted in favour 33 Members, no Member voted against, no Member abstained, 7 Members did not participate in the vote and, therefore, I will declare the Proposition duly carried.

Billet XXXII

PRESIDING OFFICER

1. Resignation of Deputy Le Tocq — Proposition Carried

1600

Article 1.

The States are asked:

To decide whether to accept the resignation of Deputy Jonathan Paul Le Tocq, who informed the Presiding Officer of his desire to resign in writing by way of a letter dated 4 December 2025, as required by Article 17(1)(b) of the Reform (Guernsey) Law, 1948, as amended.

The States' Greffier: Billet d'Etat XXXII, Resignation of Deputy Le Tocq.

1605 **The Bailiff:** Members of the States, as you will have noted, this is my Proposition to you. There is not going to be any opening, so who wants to speak on this matter?

Deputy Leadbeater: We support you, sir.

1610 **The Bailiff:** Well, if nobody wants to speak, then there is no need for a Rule 26(1). So I am going to invite those Members who wish to speak on this matter to stand in their places, please. I think on that basis we can move straight to the vote and I will invite the Greffier to open the voting, please.

There was a recorded vote.

1615

Carried – Pour 34, Contre 0, Ne vote pas 0, Did not vote 0, Absent 6

Pour	Contre	Ne vote pas	Did not vote	Absent
Blin, Chris	None	None	None	Cameron, Andy
Burford, Yvonne				Gollop, John
Bury, Tina				Hill, Edward
Camp, Haley				Inder, Neil
Collins, Garry				Le Tocq, Jonathan
Curgenven, Rob				Snowdon, Alexander
de Saumarez, Lindsay				
Dorrity, David				
Falla, Steve				
Gabriel, Adrian				
Goy, David				
Hansmann Rouxel, Sarah				
Helyar, Mark				
Humphreys, Rhona				
Kay-Mouat, Bruno				
Kazantseva-Miller, Sasha				
Laine, Marc				
Leadbeater, Marc				
Malik, Munazza				
Matthews, Aidan				
McKenna, Liam				
Montague, Paul				
Niles, Andrew				
Oswald, George				
Ozanne, Jayne				

Parkinson, Charles
Rochester, Sally
Rylatt, Tom
Sloan, Andy
St Pier, Gavin
Strachan, Jennifer
Van Katwyk, Lee
Vermeulen, Simon
Williams, Steve

1620 **The Bailiff:** In respect of this Proposition there voted in favour 34 Members, no Member voted against, no Member abstained, 6 Members did not participate in the vote and, therefore, I will declare the Proposition duly carried.

POLICY & RESOURCES COMMITTEE

2. Schedule for Future States' Business – Proposition carried as amended

Article 2.

The States are asked to decide:-

1625 *Whether, after consideration of the attached Schedule for Future States' Business, which sets out terms for consideration at the Ordinary States Meeting on 28th January 2026, they are of the opinion to approve the Schedule.*

1630 **The States' Greffier:** Article 2, Policy & Resources Committee, Schedule for Future States' Business.

The Bailiff: There is a motion and an amendment that needs to be circulated, so I will invite the Sheriff to do that.

1635 Does every Member now have a copy of the motion and the amendment? Good. We will start with the motion.

Deputy de Sausmarez.

Motion.

To suspend Rules 1(2), 23, and 30(1) of the Rules of Procedure of the States of Deliberation, and any other Rules as may be necessary, to the extent necessary to permit the Government Work Plan to be debated at an Ordinary Meeting in January 2026, and to vary Rules 1(2), 9(3), and 30(1), and any other Rules as may be necessary, to the extent necessary to permit the States' Accounts to be debated without the Government Work Plan at the Special Meeting in June 2026.

Deputy de Sausmarez: Thank you, sir.

1640 I cannot say anything about the motion without really talking about the amendment so I do not have anything to say at this point.

The Bailiff: Deputy St Pier, do you formally second the motion?

1645 **Deputy de Sausmarez:** Sorry, was that on the amendment?

The Bailiff: No, this is on the motion.

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

1650 **Deputy de Sausmarez:** Oh, sorry. Okay, sorry. I am really sorry, not enough caffeine this morning. *(Laughter)*

1655 So this is basically because there are some Rules around when the Government Work Plan can be debated and it is those Rules that we need to amend in order for the amendment to take place, which is about inserting the Government Work Plan into the Schedule for Future Business. I am so sorry, I hope I have not made it more confusing. I hope I have just clarified that. Ordinarily, we might see Rules to suspend, the motion to suspend a Rule, to allow the amendment to be laid but that is not the case in this case. It is simply about varying the Rules so that we can debate the Government Work Plan at an Ordinary Meeting rather than at an Extraordinary Meeting.

1660 Thank you.

1665 **The Bailiff:** Or a Special Meeting.

1670 **Deputy de Sausmarez:** A Special Meeting, yes.

1675 **The Bailiff:** Deputy St Pier, do you formally second the motion?

1680 **Deputy St Pier:** I do, sir.

1685 **The Bailiff:** Thank you very much. Does anyone wish to debate the motion?
Deputy Leadbeater.

1690 **Deputy Leadbeater:** Why?

1695 **The Bailiff:** Anyone else? I will turn back to the proposer of the motion, Deputy de Sausmarez, to reply to that one question.

1700 **Deputy de Sausmarez:** It has to be the shortest debate on record, I think.

1705 The answer to Deputy Leadbeater's question is that otherwise we would have to wait until June to debate the GWP because that is what is set out in the Rules. So we are seeking to vary the Rules to bring that debate forward to January so we can crack on.

1710 **The Bailiff:** So in respect of the motion under Article 7(1) of the Reform (Guernsey) Law 1948, which you have in front of you, proposed by Deputy de Sausmarez and seconded by Deputy St Pier, I am going to put it *aux voix*. Those in favour; those against.

1715 *Members voted Pour.*

1720 **The Bailiff:** I will declare that duly carried, which now means that the amendment to the Schedule can be moved.

Amendment 1.

1725 *To insert at the end of the Proposition the following:*

1730 *'subject to inserting before "P.2025/136 - Policy & Resources Committee - Guernsey's Fiscal Policy Framework" in paragraph (g) the following:*

1735 *"P.2025/143 - Policy & Resources Committee - Government Work Plan: 2026-2029".'*

1740 *And, to insert an additional Proposition as follows:*

1745 *'2. To delete the words "Government Work Plan (Annual Report &" from the table for the year 2026 in Schedule 1 of the Rules of Procedure of the States of Deliberation and their Committee.'*

1750 **The Bailiff:** Deputy de Sausmarez.

Deputy de Sausmarez: Thank you, sir.

1695 This is a straightforward amendment now we have got past the complicated bit about the motion. It is really to insert the Government Work Plan in the Schedule for debate on 28th January. As I just explained in response to Deputy Leadbeater's question, otherwise we would not be able to debate the Government Work Plan until June. We think there is an appetite to move more quickly than that. We have a more streamlined Government Work Plan than its predecessor iteration and we know that Committees have worked very fast in order to be able to bring their priorities to the table. We think there is an appetite to get on and debate it so that we can move to the more substantive business of actually implementing that work.

1700 1705 There was just one other point that I was going to raise and it has completely escaped me. I am not having a terribly good morning. I think it was about – yes, it is just the complication in the wording is just to make sure that it is debated ahead of the Fiscal Policy Framework, which I am sure does not need explaining, if that makes sense. I am happy to answer any questions.

The Bailiff: Deputy St Pier, do you formally second the amendment?

1710 **Deputy St Pier:** I do, sir.

1715 **The Bailiff:** Thank you very much.

Now, under Rule 3(18) the only people who can talk for a maximum of two minutes are going to be the Presidents of the Committees affected by the amendment. That is Deputy Leadbeater first and then Deputy Hansmann Rouxel second because it is inserting into the schedule an amendment. So, Deputy Leadbeater, is there anything you want to say? *(Laughter)*

Deputy Leadbeater: Thank you, sir.

Can I ask about Proposition 2 and how the Annual Report will be measured?

1720 **The Bailiff:** Deputy Hansmann Rouxel.

Deputy Hansmann Rouxel: That was going to be my question as well. Proposition 2 is:

To delete the words 'Government Work Plan (Annual Report) &' from the table for the year 2026 in Schedule 1 of the Rules of Procedure of the States of Deliberation and their Committees.

1725 Is that a permanent change?

1730 **The Bailiff:** No, you do not have an entitlement to reply to those questions because under Rule 3(18) it is two minutes. There is no ability to reply to it and the two Presidents who have spoken are the only ones who are able to say anything in relation to it. If anyone had wanted the ability to reply, then the President of the Policy & Resources Committee might have invited them to give way.

Anyway, we are now going to go to the vote on the amendment, which is proposed by Deputy de Sausmarez and seconded by Deputy St Pier. I will invite the Greffier to open the voting, please.

1735 *There was a recorded vote.*

Carried – Pour 34, Contre 0, Ne vote pas 1, Did not vote 0, Absent 5

Pour	Contre	Ne vote pas	Did not vote	Absent
Blin, Chris	None	Sloan, Andy	None	Cameron, Andy
Burford, Yvonne				Hill, Edward
Bury, Tina				Inder, Neil
Camp, Haley				Le Tocq, Jonathan
Collins, Garry				Snowdon, Alexander

Curgenven, Rob
de Sausmarez, Lindsay
Dorrity, David
Falla, Steve
Gabriel, Adrian
Gollop, John
Goy, David
Hansmann Rouxel, Sarah
Helyar, Mark
Humphreys, Rhona
Kay-Mouat, Bruno
Kazantseva-Miller, Sasha
Laine, Marc
Leadbeater, Marc
Malik, Munazza
Matthews, Aidan
McKenna, Liam
Niles, Andrew
Oswald, George
Ozanne, Jayne
Parkinson, Charles
Rochester, Sally
Rylatt, Tom
St Pier, Gavin
Strachan, Jennifer
Van Katwyk, Lee
Vermeulen, Simon
Williams, Steve

1740 **The Bailiff:** Will you now please close the voting, Greffier. So in respect of the amendment proposed by Deputy de Sausmarez and seconded by Deputy St Pier, there voted in favour 34 Members, no member voted against, one Member abstained, 5 Members did not participate in that vote and, therefore, I will declare the amendment carried.

1745 Now turning to the schedule as amended, is there anything you wish to say now, Deputy de Sausmarez?

1750 **Deputy de Sausmarez:** I will use the opportunity to answer the queries that have been raised by Deputy Leadbeater and Deputy Hansmann Rouxel, which is to say that actually if Members have had a chance to look at the recently published Government Work Plan they will see that there are some Propositions about amending those Rules on a permanent basis. So it will be the Assembly's decision as to whether that is to be permanent, but for the time being we are making a temporary change to accommodate its debate in January rather than waiting until June.

1755 The only other thing that I was going to mention ahead of time is that we do have a good potentially more than five weeks before we get to this debate, so I hope that Members do have sufficient time to read it for debating in January. Because actually the rest of the schedule is not particularly packed or particularly contentious so there should be ample time to debate it in time.

1760 **The Bailiff:** Does anyone else wish to speak in the debate on the schedule?
Deputy Vermeulen.

1765 **Deputy Vermeulen:** Does that five-week gap give you time to conclude your review on the *[Inaudible 11.45.14]*? I am just thinking more speed, less haste is what is needed here and I would hate to have to think that things were going to come out of that where we would have to change for your Government Work Plan. It is one of the main things.

The Bailiff: Deputy Gollop.

Deputy Gollop: I do indeed welcome the decision in part to debate the Government Work Plan as quickly as possible. I am sure that its family-friendly themes will be of great benefit to us all.

1770 This meeting and some of our recent ones have been very short and do not give me enough opportunity to speak at length (*Laughter*), even though, of course – oh, I have my teddy bear over there – that may be because we have had a new States with lots of amazing new people and challenges and opportunities. But I think it has also been a hard year in many ways and I wish Deputy de Saumarez well in P&R. I am speaking here to support the change to the schedule but with the important reservation that there is potentially a disconnect if we all want everything achieved for a Government Work Plan and to get things done but we have not necessarily agreed funding streams and taxation. So I just put that out there.

1775 1780 Just now I was praising Deputy de Saumarez and P&R, and I think I should praise everybody who works in the public sector and wish them all the compliments of the season, but especially you, sir, and the Deputy Bailiff and, indeed, the parliamentary team, and so this can be seen as, as Father of the Assembly, my Christmas greeting to everybody, including, of course, Sir Richard, the Lieutenant Governor, as well. (**Several Members:** Hear, hear.)

Thank you.

1785 **The Bailiff:** Deputy St Pier.

Deputy St Pier: Thank you.

1790 It is probably helpful to take the opportunity to address Deputy Vermeulen's question, sir. The five weeks between now and the debate on the Government Work Plan do not change the timetable at all for the Tax Review Sub-Committee that Deputy Parkinson is leading or, indeed, the timeframes for the tax debates, which remain scheduled for the first quarter in relation to some decisions that will need to be made in relation to GST-plus if it is subsequently agreed later in the year, and particularly in relation to its application to food or otherwise. It is anticipated that that Policy Letter will be published early in the new year for February debate. The Tax Review Sub-Committee remains on track hopefully to be delivering its report to Policy & Resources by the end of the first quarter to enable that tax debate to take place as previously scheduled by the end of the second quarter.

1795 1800 So the Government Work Plan in essence sets all that out and it does make sense that it is debated as the first substantive item in the January meeting with the Fiscal Policy Framework following next, the first tax paper in February, the second tax paper in June, and then a lot of the other decisions in relation to the capital programme as well, albeit I know that will frustrate Deputy Kazantseva-Miller but that is another story for another day, sir.

The Bailiff: Deputy Sloan.

1805 **Deputy Sloan:** Thank you, sir.

Can I now speak on the current business? I am just checking. It is confusing for a new Member, too.

1810 Just to explain, I did actually abstain on the change on suspending Rule 30 and to debate this because if one looks at [*Inaudible 11.49.18*] and I appreciate that scrutiny is parliamentary scrutiny but there is still [*Inaudible 11.49.30*] the principal Committees and the President of Policy & Resources offering up that sort of process, it is a bit disappointing not to see a full formal consultation process for the Government Work Plan, and so it is the reason for my abstaining to have the debate in January. I am not mindful that a three-week process which effectively it is, is going to be sufficient [*Inaudible 11.49.58*], although I do have a lengthy report to support many of its elements [*Inaudible 11.50.05*] debated outside the political four walls.

1815 So, that is my comment with respect to the lamentation for not getting involved in the process.

The Bailiff: As no one else is rising I will turn back to the President, Deputy de Saumarez, to reply to that debate, please.

1820

Deputy de Sausmarez: Thank you, sir.

1825 I think Deputy Vermeulen's query has been comprehensively addressed already by the comments of Deputy St Pier so I will not dwell on that, except to say that, just to reiterate, we are talking about very different timescales here. The Government Work Plan sets out the business that, once it is agreed, will be the decision of the States in terms of what we want to do over the next three and a half years. Any decisions that are taken with respect to the tax review will not actually take effect until early 2028 at the earliest. So I think it is important to bear in mind that they are two very different issues, although obviously there is a longer-term interdependency between them.

1830 In terms of the points raised by Deputy Sloan, I very much appreciate he is keen to move to a system of pre-decision scrutiny but the current system of scrutiny that we have is on the decisions that have been taken. So I am very sympathetic to the point that he is raising but the reason Scrutiny was not involved is because we have not yet changed our system. So we are still working under the framework where Scrutiny scrutinises the decisions that have been taken by Committees and by the Assembly.

1835 So, also there are a good five weeks, I think, before the debate and we do intend to engage with Members on the GWP in that period. So hopefully we can have a really informed and constructive debate at the end of January.

Thank you very much.

1840 **The Bailiff:** Well, Members of the States, it is now time to vote on the Schedule for the Future States' Business as amended, and I will invite the Greffier to open the voting on the two Propositions, please.

There was a recorded vote.

1845

Carried – Pour 35, Contre 0, Ne vote pas 0, Did not vote 0, Absent 5

Pour	Contre	Ne vote pas	Did not vote	Absent
Blin, Chris	None	None	None	Cameron, Andy
Burford, Yvonne				Hill, Edward
Bury, Tina				Inder, Neil
Camp, Haley				Le Tocq, Jonathan
Collins, Garry				Snowdon, Alexander
Curgenven, Rob				
de Sausmarez, Lindsay				
Dorritty, David				
Falla, Steve				
Gabriel, Adrian				
Gollop, John				
Goy, David				
Hansmann Rouxel, Sarah				
Helyar, Mark				
Humphreys, Rhona				
Kay-Mouat, Bruno				
Kazantseva-Miller, Sasha				
Laine, Marc				
Leadbeater, Marc				
Malik, Munazza				
Matthews, Aidan				
McKenna, Liam				
Niles, Andrew				
Oswald, George				
Ozanne, Jayne				
Parkinson, Charles				
Rochester, Sally				
Rylatt, Tom				
Sloan, Andy				

STATES OF DELIBERATION, WEDNESDAY, 17th DECEMBER 2025

St Pier, Gavin
Strachan, Jennifer
Van Katwyk, Lee
Vermeulen, Simon
Williams, Steve

1850 **The Bailiff:** So on the schedule as amended there voted in favour 35 Members, no Member voted against, no Member abstained, 5 Members were absent at the vote and, therefore, I will declare the schedule duly carried.

1855 Well, in record time I think it must be you have concluded the final meeting of this calendar year. You have already heard what Deputy Gollop has to say, which is usually what follows what I have to say, but we have switched it around this time around. This is my opportunity to wish all Members a happy Christmas and a peaceful and joyous new year. Whatever you have planned for this Christmas – and for some people it might be going off to warmer climes, if there is such a place; alternatively it may be that you will simply take the opportunity to see family and friends and generally to be with other people – because you have agreed to amend the schedule to impose the debate on the Government Work Plan at the January meeting, I do encourage all of you to take an opportunity over the festive break to recharge your batteries and to make yourself prepared for what will be the first significant debate other than possibly the Budget that took place last month. But it is an opportunity, as I say, for me to simply say to you have a good break, enjoy yourselves and it is an opportunity now, if you want to, to go and pre-load before the States' Christmas lunch. Have a good time.

1860

1865 I will now invite the Greffier to close the meeting.

The Assembly adjourned at 11.55 a.m.