

**THE STATES OF DELIBERATION**  
**of the**  
**ISLAND OF GUERNSEY**

19<sup>th</sup> October, 2022

**Proposition No. P.2022/81**

**Committee for Home Affairs**

**Population and Immigration Policy Review**

**AMENDMENT**

Proposed by: Deputy A Kazantseva-Miller

Seconded by: Deputy H J R Soulsby MBE

To insert a new proposition after proposition 16:

“To direct the Committee for Home Affairs to explore what options may be available to add other job roles to the Long-Term Employment Permit list based on Guernsey’s workforce shortages and unique economic context and to report back to the States before the end of this political term.”

**Rule 4(1) Information**

- a) The proposition(s) contribute to the States’ objectives and policy plans by improving changes to the Population and Immigration Policy Review.
- b) In preparing the proposition, consultation has been undertaken with the members Committee for Home Affairs and officers of the PIPR Steering Group.
- c) The proposition(s) have been submitted to His Majesty’s Procureur for advice on any legal or constitutional implications.
- d) There are no financial implications to the States of carrying the proposal into effect.

**Explanatory note**

The UK “Skilled Worker Visa: Eligible Occupations list (the UK list) guides the type of permits Guernsey is currently able to offer on long-term basis via the Long-Term-Employment-Permit list. The driver for that list is UK’s policy position to limit arrival

and settlement of workers who may be considered “low-skilled”.

It is equally important for Guernsey to attract “high-skilled” workers. However, given the island’s unique economic context, as well as factors such as its small size, low unemployment, high cost of living and island location, it requires immigration across all job types, including those that may be considered “low-skilled” to sustain its economy and workforce and to remain competitive.

Guernsey’s economy is also different to that of the UK. Some jobs on “the UK list” will not be applicable to the Guernsey context, for example, rail drivers. However, we have other occupations that may be considered essential to the normal functioning of the economy and so there is an argument that Guernsey should have a degree of flexibility to prioritise those available for long-term permits.

This may include but is not limited to, specialist front-line jobs in industries such as facilities management (cleaning), hospitality and construction.

For example, facilities management companies provide specialist cleaning (including Covid cleaning) for public infrastructure such as hospitals and schools. Without such specialist skills and trained labour, our key national infrastructure would not be able to operate and open the doors each day.

It can be argued that Guernsey will should be able to have some flexibility to determine what occupations are included on the Long-Term Employment Permit list given its unique economic and social circumstances and not just those that match the UK list. Guernsey should be able to have more leeway to define what type of jobs it requires and for how long to make sure it remains competitive, maintains and improves the living and working standards for islanders.

The amendment directs the Committee for Home Affairs to explore ways under which it could have further flexibility to expand the LTEP list when required to address labour shortages and to meet States of Guernsey objectives and could be legitimately achieved without compromising its important constitutional relationship with the UK and membership of the CTA on a risk-adjusted basis.