



Final pieces come together in Guernsey's new Population Management Law jigsaw

Following a long wait, the Population Management (Guernsey) Law, 2016 is now nearly here and due to come into force on 3 April 2017. The Law overhauls the rules governing who can live in and work in Guernsey.

For those employers who are reliant on imported labour, the new rules regarding who qualifies for either short, medium or long term employment permits, known as STEP, MTEP and LTEP's, is one of the key components of the new law. The Committee for Home Affairs have now finally published its Employment Permit Policy detailing which workers will qualify for what kind of permit, which should finally bring some long needed transparency over who can work in Guernsey. Below are just a few examples of the kinds of permit available to those working in the finance and professional sector:

Sector	Job Title	Qualifications needed	Experience	Permit
Accountancy	Partner / Director / Senior Manager	Degree; relevant professional qualification e.g. ACA, ACCA etc.	5+ years'	LTEP
Accountancy	Manager / Associate / Assistant	Degree; relevant professional qualification or is training towards qualification	N/A	MTEP
Banking	Director / Assistant Director / Senior Manager	Degree; relevant professional qualification e.g. IFA	5+ years'	LTEP
Banking	Manager / Associate / Assistant	Degree; relevant professional qualification or is training towards qualification	3+ years'	MTEP
Fiduciary Services	Director / Assistant Director	Degree; relevant professional qualification e.g. STEP, ICSA etc.	5+ years'	LTEP

Fiduciary Services	Manager / Associate / Officer / Assistant	Degree; relevant professional qualification or is training towards qualification	3+ years'	MTEP
Fund Services	Director / Assistant Director / Senior Manager	Degree; relevant professional qualification e.g. ICSA	5+ years'	LTEP
Fund Services	Associate / Assistant	Degree; relevant professional qualification or is training towards qualification	3+ years'	MTEP
Compliance / Risk	AML / Compliance – Head / Director / Assistant Director	Degree; relevant professional qualification e.g. ICSA, AML etc.	5+ years'	LTEP
Compliance / Risk	AML / Compliance – Officer / Assistant	Degree; relevant professional qualification or is training towards qualification	N/A	MTEP

As you can see from the table much of the guess work from the old Housing Licence system has been removed, with a similar approach taken across other sectors. This represents a major step forward for employers who need to recruit employees with specialist skills not available locally; not only does it allow them to determine in advance what type of permit would be granted, it also allows them to offer a level of reassurance to recruits that provided they progress through the organisation, they will not simply be kicked off the island at the end of five years if they are only issued with an MTEP. In addition to new recruits, the policy will be of interest to those employees who have historically lived in open market properties because they had no chance of receiving a housing licence under the old system. It will be open to employers of those individuals to try and apply for an LTEP now and if successful those employees would immediately be able to live in local market property and once they reach eight years' ordinary residence, to remain in Guernsey as an Established Resident even without an employment permit.


In addition to the new policy the States have also unveiled the new Employer Portal, through which all applications for permits will be made. The aim of the new portal is to avoid the repetitive requirement to continually provide financial information and details of efforts made to recruit on-island that is needed under the current paper based housing licence system. Once an employer has been approved under the system and provided their financial details, this information will only have to be updated periodically, and because the States accept there is a shortage in the roles set out in the Permit Policy, there is no need to justify the recruitment of non-locals.

To access the full Permit Policy which covers nearly 240 jobs across a range of sectors including finance and professional services, tourism and hospitality, construction / infrastructure and utilities, public sector, service industries and retail and the e-industry please click [here](#).



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