



# 2025 Business Plan – Cabinet Office

Minister: Chief Minister

Interim Chief Officer: Paul Wylie

Information on the department's purpose, context and structure and links to the professionally independent and arm's length bodies the department supports can be found on gov.je: [The Cabinet Office \(gov.je\)](#). As a result of the adoption of the Government Plan 2025-28 by the States Assembly in November 2024, the Cabinet Office's Head of Expenditure no longer covers Digital Services and People Services; the work of those departments will be covered in other departmental Business Plans. The work of Public Health and Strategic Health Policy will be covered in the Health Care Jersey departmental Business Plan.

Information on the Cabinet Office's finances and resources can be found in the [Government Plan Annex](#).

Information can be found here on the [Government of Jersey structure](#)

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## Key Objectives

The Cabinet Office enables Ministers and public servants to deliver better services and improve the lives of Islanders. During 2025 and the first quarter of 2026, we will do this by:

### **Curbing the growth of the public service**

Deliver the Budget (Government Plan) 2025 savings targets from the Cabinet Office's Head of Expenditure, specifically £1.681M savings during 2025 and £1.335M savings during 2026. We will achieve this by right-sizing the Cabinet Office using the following levers:

- Maintaining an external recruitment freeze on all non-essential roles and those above Grade 11;
- Avoiding spend on external consultancy unless it is for essential technical services;
- Prioritising the department's asks of Digital Services, to ensure that all activities will improve the benefits for islanders and provide value for money;
- Continue to prioritise talent development for on-island staff and apply the principles of diversity, equity and inclusion.

### **Policy: Advising and supporting Ministers**

Advise and support Ministers to deliver the Common Strategic Policy and other public policy during 2025 and the first quarter of 2026.

Where this will require legislation, the Government's Legislative Programme is listed in Annex A. New public policy development is listed in Annex B.

From those lists, the most significant policy development activity in 2025 and the first quarter of 2026 includes:

- Delivery of legislation on Residential Tenancy (CSP commitment);
- Delivery of legislation to implement the recommendations of the Violence Against Women and Girls' (VAWG) Taskforce (CSP commitment);
- Improve parents' access to affordable quality childcare (CSP commitment);
- Changes to the Planning and Building Law as part wider reform of planning services (CSP commitment); and
- Delivering legislation on the consent regime for the development of Offshore Wind in Jersey waters. Develop and evidence the strategic options for an offshore windfarm for a debate by the States Assembly before the next election (States Assembly commitment).

### Statistics and Analytics

The Chief Statistician is a statutory office holder and the new Statistics and Census (Jersey) Amendment Law embeds the independence of the profession into law. Statistics Jersey and analytic teams across the Government will continue to produce high quality information that informs policy development and contributes to the debates within the public sector, the States Assembly, businesses and the community. The planned statistical outputs are published in advance to aid planning and transparency – they are [available here](#). In particular, the plans include:

- Retail Prices Index on a quarterly basis;
- Public Sector Staffing Statistics on a quarterly basis;
- Business Tendency Survey – reintroduced from Q2 2025 following an Amendment to the Budget 2025-28;
- Measuring Jersey's economy in GVA and GDP for 2024
- Population and migration statistics for 2024;
- Jersey Opinion and Lifestyle Survey December 2025 (provisional date);
- Better Life Index March 2026.

### Ministerial Support

The team promote good political governance, collaborating with other officials while also offering constructive challenge in support effective decision-making and to deliver on the objectives of Ministers (and for this reason, operates with autonomy within the Cabinet Office). The Ministerial Office provides a wide range of day-to-day support and administrative services to Ministers, including meeting management and correspondence, and aids in the discharge of Ministers' duties to the States Assembly.

In 2025, the team will focus on efficiency improvements via increased levels of automation in workflows while supporting Ministers and Departments in the final delivery of the Common Strategic Policy, as well as other work programmes such as the legislative programme.

### Information Governance

The central Information Governance function supports Departments with their obligations under the Freedom of Information, Data Protection, and Public Records legislation, including FOI and Subject Access Requests, and Data Protection Impact Assessments.

In 2025, the team will focus on improving the speed, efficiency, and consistency of processing, including due diligence arrangements and expanded policy and procedural advice. They will also contribute to the review of the Freedom of Information Law commissioned by the Chief Minister.

### **Communications**

Following the 2024 restructure to a smaller team, the Communications Service has a new vision and purpose: to champion an open, authentic and accessible government whilst guarding against misinformation, disinformation, and reputational harm. New ways of working are being implemented, including a rigorous control process for campaign spend across departments, outsourcing of design and marketing activity to the local creative sector, enhanced reporting on the effectiveness of communications, and a focus on planned CSP communications throughout 2025.

### **Arms-Length Bodies**

The Cabinet Office will support the governance of the arms-length bodies that it is responsible for, including:

- [Jersey Safeguarding Partnership Board](#)
- [Children's Commissioner for Jersey](#)
- [Jersey Charity Commissioner and Register of Charities](#)
- [Jersey Advisory and Conciliation Service \(JACS\)](#)
- [Jersey Care Commission](#)

## Service Performance Measures

Our Service Performance Measures for 2025 are:

### **Customer feedback**

Improve internal customer satisfaction scores, measured through the use of surveys and reported quarterly, working towards the overall Government of Jersey target of 80% by year end. Cabinet Office internal customers are primarily public servants making use of support on policy, legislation, Ministerial support or communications.

### **Freedom of Information**

Report biannually on responses to Freedom of Information (FOI) requests submitted to the Government of Jersey within the statutory timeframe. The target is to respond to at least 95 per cent of requests within the timeframe given by the FOI legislation of 20 working days, or within an agreed extension of up to 65 working days.

The percentage is in line with the UK Information Commissioner's Office FOI toolkit which assesses 90 per cent of responses processed within the statutory timeframe as "adequate" and over 95 per cent as "good".

### **Publication of statistics reports**

Release all Statistics Jersey 2025 and 2026 publications according to the publication release schedule on gov.je with a target of 100 per cent.

### **Value for money**

Deliver the Budget (Government Plan) 2025 savings targets from the Cabinet Office's Head of Expenditure, specifically £1.681M savings during 2025 and £1.335M savings during 2026.

## Annex A – 2025 and 2026 Government Legislation Programme

This section outlines the legislation to be lodged during 2025 and the first quarter of 2026 for debate by the States Assembly. It does not include policy development and drafting for legislation to be lodged in later years, or business as usual Orders and Commencement Acts. It is subject to change.

The Cabinet Office will continue to coordinate the legislative programme of Ministers, working alongside the Legislative Drafting Office and Law Officers' Department.

An update on the legislative programme will continue to be shared with the States Greffier on a regular basis, in order to provide transparency and aid planning of Scrutiny and Assembly business.

### Chief Minister

Powers of Attorney (Jersey) Law 1995
Comptroller & Auditor General (Jersey) Law 2014
Control of Housing & Work Law Regulations

### Minister for Children and Families

Regulations for independent advocacy
Children Amendment Rules & Civil Status Consequential Amendments

### Minister for Education and Lifelong Learning

Education (Grants and Allowances) (Jersey) Order 2018 Amendments
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### Minister for Environment

Amendments to the Regulation of Care (Jersey) Law 2014
Animal Welfare (Jersey) Law 2004
Amendments to the Planning and Building (Jersey) Law
Legislation to regulate the development of an offshore windfarm

### Minister for External Relations

Consumer Protection Regime (Consumer lending)
Historical Tax Agreements
Intellectual Property Framework Reform (including Trademarks)
Financial Intelligence Unit legislation
Companies (Jersey) Law 1991

Crypto-Asset Reporting Framework
Common Reporting Standard – Version 2
Assistance in collection of UK Tax debts
Common Reporting Standard and Foreign Account Tax Compliance Act Regulations
Exchange of Tax Information – Regulations
Sanctions & Asset Freezing (Implementations of Existing Sanctions, Director Disqualification) Amendments

### **Minister for Health and Social Services**

Capacity and Mental Health
Assisted Dying legislation
Adult Safeguarding Law – Adult Protection Orders
Professional Registration Law for Health and Social Care Professionals
Termination of Pregnancy legislation
Cultivation Regulations – Medical purposes and Advertising Order
Health Funding reform
Public Health Law
Medicines Manufacturing Licensing Regime Regulations

### **Minister for Housing**

Residential Tenancy (Jersey) Law
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### **Minister for Infrastructure**

Highways (Jersey) Law 1956 – Amendment for election matters
Legislation to improve access to information relating to energy resilience

### **Minister for Justice and Home Affairs**

Draft Criminal Justice (Young Offenders in Secure Accommodation) Jersey Amendment Law
Matrimonial Causes (Jersey) 1949 and Civil Partnership (Jersey) Law 2012 reform
Police (Complaints and Conduct) (Jersey) Regulations
Violence against women and girls – Emergency Barring Orders in the Domestic Abuse (Jersey) Law 2022

Violence against women and girls – Non-fatal Strangulation and suffocation
Violence against women and girls – Stalking Law
Violence against women and girls – Online offences
Violence against women and girls – Sexual harassment in public

### **Minister for Social Security**

Long Term Care (Jersey) Law 2012 – legal framework to establish rates for domiciliary care
Update benefit legislation to support the major IT benefits project (Transform), including replacement of current Long Term Incapacity Allowance rules
Employment (Jersey) Law 2003 – improvements to include whistleblowing protection
Social Security (Jersey) Law 1974 – review working age eligibility rules
Social Security (Jersey) Law 1974 & Social Security Bonus (Jersey) Law 2014 – review pensioner benefit eligibility rules

### **Minister for Sustainable Economic Development**

Heritage (Jersey) Law
Licensing Law 1978 Amendments
Competitions (Jersey) Law 2005 Amendments
Agriculture (Loans & Guarantees) (Jersey) Law 1974

### **Minister for Treasury and Resources**

Public Finances (Jersey) Law 2019 – role of Fiscal Policy Panel
Multinational Taxation (Global Anti-base Erosion) (Jersey) Law – Interest
Multinational Taxation (Global Anti-base Erosion) (Jersey) Law – De Minimis
Finance (2026) (Jersey) Law – the Budget
Refundable Tax Credits

### **Non-Ministerial**

Electoral Registration Jersey Regulations (Automatic Registration)
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## **Annex B – Strategic Policy Development**

This section outlines the most significant policy development delivered by the Cabinet Office that will be published during 2025 and the first quarter of 2026. It does not include policy development



for publication in later years, more routine policy development or policy development conducted by other departments.

**Chief Minister**

<b>Policy area</b>	<b>Summary</b>	<b>Timescale</b>
Housing and Work controls	Complete the introduction of more flexible Control of Housing and Work legislation, including updated guidelines and information	2025
Housing controls	Develop and introduce updated housing controls, to support the needs of today's workforce	2025
Housing and Work controls	Consider the impact of modern remote working practices on housing and work controls, and update as needed	Q1 2026
Population Policy	Publish the annual report on the Common Population Policy	Q4 2025
Population Policy	Co-ordinate actions across the Government to support the Ageing Well roadmap	Q1 2026
Management of death processes	Finalise law drafting instructions, following stakeholder engagement	Q2 2025
Complaints handling	Develop final proposals for a final stage complaint handling system	Q3 2025
Legacy Independent Jersey Care Inquiry	Liaise with survivor representatives to complete and finish the remaining legacy projects	Q3 2025
International Cultural Centre	Working with the Assistant Chief Minister Deputy Alves, re-launch the International Cultural centre as a facility to provide support and integrative services to communities in Jersey, including migrant workers	Q2 2025

**Minister for Children and Families & Minister for Education and Lifelong Learning**

<b>Policy area</b>	<b>Summary</b>	<b>Timescale</b>
Early Years	Establish an affordable policy that ensures timely and affordable childcare to pre-school children and their families	Q4 2025
16+ Education	Review the government offer and experience of those young people with recognised additional education needs as they transition from school into employment or further education	Q4 2025
Corporate Parenting	Ensure the Corporate Parenting Board meet their duties under the new Children and Young People (Jersey) Law 2022 to improve outcomes for children in care and young people leaving care	Ongoing with review in Q4 2025
Children Safeguarding	Ensure Responsible Ministers as named in the Children and Young People (Jersey) Law 2022, work together to ensure effective safeguarding arrangements that protect children and young people from harm	Ongoing with review in Q4 2025

**Minister for the Environment**

<b>Policy area</b>	<b>Summary</b>	<b>Timescale</b>
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Carbon Neutral Roadmap	Meet the Island's commitments to address the climate emergency through the implementation of the commitments for 2025 within the Carbon Neutral Roadmap	Ongoing
Water Strategy	Framework water strategy published	Q1 2026
Planning Service Reform	The development of proposals, including a public consultation and engagement exercise, to explore wider planning reform with a focus on where islanders, especially householders, directly engage with the planning system. This may result in both operational policy and legislative changes	Q4 2025
Bridging Island Plan	Designation of the island's first conservation area at St Aubin; and subsequent progression to other parts of the island.  Programme of review/ development of supplementary planning guidance to support implementation and application of BIP.	Q2 2025 (St Aubin); and ongoing  Ongoing
Energy Policy	Delivering legislation on the consent regime for the development of Offshore Wind in Jersey waters. Develop and evidence the strategic options for an offshore windfarm for a debate by the States Assembly by the end of this term of Government  Deliver the recommendations from the C&AG Review of Critical National Infrastructure	Q4 2025  Q1 2026

### Minister for Housing

Policy area	Summary	Timescale
Supporting Home ownership	Implement an extension to the First Step assisted home ownership scheme	Q3 2025
Improving Private Renting	Implement the new Residential Tenancy Law, subject to the approval of legislation to be presented to the States Assembly	Q4 2025
Addressing Homelessness	Continue to implement the recommendations of the Jersey Homelessness Strategy, including making use of new homelessness data to enhance homelessness policy and service delivery	Q4 2025

### Minister for Infrastructure

Policy area	Summary	Timescale
Energy	Energy policy development work relevant to MINF responsibilities including legislative updates	2025
Plan for Town	Continuing policy support to develop and help co-ordinate the implementation of an integrated Plan for Town	2025

Sustainable Transport Policy	Work to explore the development of policy, and possible legislative change, around potentially introducing various forms of personal light electric vehicles. Includes initial public consultation on the principles of various forms of PLEV use, before the development of more detailed proposals. Continuing policy support for arising matters, recognising that this has moved substantively to the delivery phase	2025
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### Minister for International Development

Policy area	Summary	Timescale
Island Identity Project – a Jersey anthem and national day	Subject to a public consultation, deliver final proposals for States approval on a Jersey anthem and a national day	Q2 2025
Island Identity	Continue to progress the Island Identity project to deliver the recommendations of the 2021 Island Identity Report	Q2 2026

### Minister for Justice and Home Affairs

Policy area	Summary	Timescale
Resilience and Contingencies	Work to develop enhance the Island's resilience to unexpected shocks (natural disasters, security threats, critical incidents etc) and to best manage those events if they occur	Ongoing
Migrant worker rights and modern slavery	Co-ordinate work across government to ensure that the rights of migrant workers are protected effectively	2026

### Minister for Social Security

Policy area	Summary	Timescale
Customer service	Support the implementation of the Transform programme to deliver a new customer-focused digital system, to manage benefit claims and payments, providing value for money and long-term sustainability	2026
Support and benefits	Continue to develop and maintain primary care services delivered through general practice and community pharmacy, providing access in the community to a range of health services	2026
Support and benefits	Develop and introduce a modern benefit system to support workers with ongoing health conditions to reduce the impact of ill health on individual workers and the economy as a whole	2025
Support and benefits	Review eligibility for the Jersey old age pension and means-tested pensioner benefits and update as needed to provide appropriate support to today's pensioners	2026
Support and benefits	Complete the introduction of standard domiciliary care rates to help the growth of a sustainable domiciliary care market, supported by the fair allocation of LTC benefit funding	2025

Employment rights	Complete the introduction of appropriate whistleblowing legislation as agreed by the States Assembly	2025
Employment rights	Continue to develop employment law in line with international good practice, including a consideration of TUPE, unfair dismissal rights and a review of the rules governing the Jersey Employment and Discrimination Tribunal	2026
Funds management and sustainability	Commission and support independent actuarial reviews of the three social security funds (Social Security, Health Insurance, and Long-Term Care) to provide an up to date, expert assessment of the financial state of each for the incoming States Assembly in 2026	2026
Funds management and sustainability	Building on previous work, undertake research and preparatory work to develop a framework for secondary pension scheme, which will give all workers the opportunity to access a workplace pension	2026
Health and Safety at Work Law	Deliver a review of the Law to determine if any changes should be made	Q2 2025