

Hiring

Employing people

The success and failure of a business can often lie in the hands of its people, the decisions they make and the way they undertake their day-to-day activities.

It will almost always be impossible to grow your business without employing other people to compliment your own skills and expertise. So, when you start bringing people into your business you should be clear what you need them to do and make sure you employ the right people for those roles.

Recruiting is a relatively straightforward process, but you need to be aware of your obligations as an employer and be sure that your employees are eligible to work.

Government of Jersey guidance on [employing people](#)

Training people

Identifying the future skills and experience your business will need is key to improving its performance so encouraging staff training and development in line with these requirements will pay dividends later.

Allocating a budget for training and development might seem like a costly exercise so it is important to make sure you are spending these funds on the people and activity that will contribute to business improvement.

Employing EU Nationals

If you are an employer in Jersey and plan to employ EU nationals please follow the guidance on

Government of Jersey information on [Employing European Union \(EU\) nationals from January 2021](#)

Work through these questions to ensure you are up to date with what you should do.

Do you currently employ EU nationals?

If you employ EU nationals, they need to have applied to the Jersey-EU Settlement Scheme (JEUSS) by the 30 June 2021. EU nationals are only eligible to apply if they were in the Island by 31 December 2020.

To apply, visit gov.je/SettlementScheme.

Are you planning to employ EU nationals?

If you have seasonal or temporary EU staff that have worked in the Island before the end of 2020 they may be eligible for the Jersey-EU Settlement Scheme and will be able to continue to return to the Island and work **without** a visa or a work permit.

Any EU citizen that will be new to the Island in 2021 **will** require a visa to work and the employer will need a work permit. More information on the process of hiring EU nationals can be found [here](#).

Relevant Links

- > [HR Toolkit for Startups and SMEs](#)

- > [Work permits: make an application](#)

- > [Apply for the EU Settlement Scheme](#)

- > [List of customs training providers](#)

- > [Passport rules for travel to Europe](#)



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