



Formal meeting of the Ascension Island Council

16:30 on Tuesday 15 April 2025 at the Courthouse

MINUTES

Present: Acting (Ag) HE Governor, Tasha Harris [remotely] Councillor Kyla Benjamin
HH Administrator, Simon Minshull Councillor Alan Nicholls
Peter Thomas, Director of Resources Councillor Laura Shearer
Crown Counsel, Daniel Weight [remotely]

In attendance: Head of the Administrator's Office, Martin Hogg
Locum Senior Crown Counsel, Gareth Rhys. [remotely]
FCDO Desk Officer, Falkland and Ascension Team, Chrystele Todd [remotely]
Clerk of Council, Georgina Wilson

Apologies: Ag Attorney General, Andrew Dawson [remotely]

1. Welcome

HH the Administrator welcomed all parties present and those attending remotely.

2. Sick Leave Policy

Gareth Rhys, Locum Senior Crown Counsel, (GR) explained that outstanding points raised during previous meetings had been incorporated into a final version of the draft of the Employment (Sick Leave) Regulations 2025. Councillors confirmed they were happy with the proposed amendments. GR agreed the wording of Regulation 10 would be amended to ensure that *"An employer must not terminate an employee's contract on the grounds of ill health while the employee is being treated for or recuperating from mental or physical illness or injury..."*.

The Administrator asked for comments from Crown Counsel Daniel Weight (DW) and Ag HE Governor Tasha Harris (TH). DW commented that the consultation process had highlighted how employers' practices were critical to the effectiveness of these regulations, and also how goodwill from the employers is important to the success of the regulations. DW explained that if there are any issues arising from these regulations, this could be reviewed after the new council forms. TH had no further comments about the draft legislation, but thanked everyone for the speed and work to get the legislation to its final version. The Administrator thanked the Crown Counsel and Ag Governor and invited final questions and comments from Councillors.

Councillor Laura Shearer thanked everyone involved for their hard work and effort and confirmed that Councillors had been through the regulations in detail to ensure the regulations are implemented in the best possible manner.

The Administrator asked each Councillor in turn to vote on whether they recommended the introduction of the Employment (Sick Leave) regulations 2025 (The Regulations) to the Ag Governor.

	Proposal	Cllr Kyla Benjamin	Cllr Alan Nicholls	Cllr Laura Shearer
1	Do you recommend the introduction of the Employment (Sick Leave) Regulations 2025?	Yes	Yes	Yes

HE the Ag Governor acknowledged and accepted the Councillors' recommendation and agreed to the introduction of the Employment (Sick Leave) Regulations 2025 under the Employment Ordinance 2022.

HE the Ag Governor thanked Councillors for their consideration and agreed to the introduction of the legislation as now drafted with the agreed amendment to be made by GR.

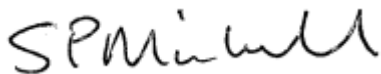
The Administrator thanked the Ag Governor for her remarks and also thanked GR for preparing the draft legislation, noting the protection it will provide workers on Ascension Island.

Councillor Alan Nicholls commented "On my last day as an elected member of the Island Council, I would just like to say how very pleased I am that this important matter has been brought to a successful conclusion. I hope that the Governor will see fit to sign-off and enact the Employment (Sick Leave) Regulations 2025 as soon as possible, and thereby bring an end to the considerable concern and anguish of a considerable number of our constituents, especially those employed at the USSF Base. The very fact that we are here this evening, at an Extraordinary Formal Meeting of the Council, shows the importance that we, as Councillors, place on finalising this crucial piece of legislation before the Council is dissolved. In this regard, and on behalf of my constituents, I would like to express my sincere appreciation to everyone, who have gone the extra mile, to get this legislation across the line before this council is dissolved tomorrow. In particular, I would like to thank the legislative drafters for their invaluable input and drafting skills."

The Administrator thanked all involved. There was no further business and the meeting ended at 16:48

Georgina Wilson
Clerk of Council

I certify that this is a true record of the meeting to which it relates.



Simon Minshull
On behalf of Ag HE the Governor, Mrs Natasha Harris