

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY

AMENDMENTS TO STATUTORY MINIMUM WAGE ARRANGEMENTS TO COME INTO
FORCE ON 1ST OCTOBER 2025

The States are asked to decide:

Whether, after consideration of the Policy Letter entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2025', dated 18th March 2025, they are of the opinion:

1. To approve the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) (Amendment) Regulations, 2025 (as set out in Appendix 1 to this Policy Letter), which, pursuant to sections 1(3) and 3(1) of the Minimum Wage (Guernsey) Law, 2009, prescribe the hourly minimum wage rates set out below with effect from 1st October 2025:
 - a. Adult Minimum Wage Rate: £12.60 per hour (for workers aged 18 and over), and
 - b. Young Persons' Minimum Wage Rate: £11.35 per hour (for workers aged 16 and 17).

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

18th March 2025

Dear Sir

1. Executive summary

- 1.1. In accordance with the provisions of the Minimum Wage (Guernsey) Law, 2009¹, the Committee *for* Employment & Social Security (“the Committee”) is seeking States approval of its proposals to increase the Adult Minimum Wage and Young Persons’ Minimum Wage Rates.
- 1.2. The Committee has submitted its proposals earlier than usual as a result of the General Election due to take place on 18th June 2025. This is to ensure that Minimum Wage Rates are reviewed and adjusted during this calendar year. Despite the adjusted timeline of work, the date that the new Minimum Wage Rates will come into force, being 1st October 2025, is no earlier than usual.
- 1.3. In November 2018, the States noted the Committee’s medium-term plan for the Adult Minimum Wage Rate to be increased gradually over the course of five years, until it reached the target of 60% of the median earnings of employees in Guernsey, based on a 40-hour working week, by 2023². The implementation of the medium-term plan began in January 2019 and concluded in October 2024³.

¹ [The Minimum Wage \(Guernsey\) Law, 2009 \(consolidated text\)](#).

² [Resolutions of the States concerning Billet d’État No. XXV on 26 November 2018](#).

³ [Amendments to Statutory Minimum Wage to come into force on 1st October 2024 \(Billet d’État XIII, Article IV\)](#).

- 1.4. In February 2025, the Committee carried out a targeted consultation in respect of two options for proposed minimum wage rates. These were to increase the Adult Minimum Wage Rate (currently £12.00 per hour) either:
- to £13.00 per hour in line with the Minimum Wage Rate that will apply in Jersey with effect from 1st April 2025 (in which case, the Young Persons' Minimum Wage Rate would be £11.70 per hour, this being 90% of the rate for adults); or
 - by 5% to £12.60 per hour (in which case, the Young Persons' Minimum Wage Rate would be £11.35 per hour, this being 90% of the rate for adults).
- 1.5. Following the consultation process (information about which is set out in Section 4 of this Policy Letter) and taking into account the balance of interests of both employees and employers, the Committee has decided to set the Adult Minimum Wage Rate at £12.60 per hour, and the Young Persons' Minimum Wage Rate at £11.35 per hour, with effect from 1st October 2025.
- 1.6. The Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) (Amendment) Regulations, 2025 (as set out in Appendix 1 to this Policy Letter) have been made by the Committee to give effect to the change in the Minimum Wage Rates. Under section 31(3) of the Law, these Regulations do not have effect until approved by a Resolution of the States. If so approved, these Regulations will come into force on 1st October 2025.
- 1.7. The Committee has decided to increase the maximum accommodation and meals offsets, with effect from 1st October 2025, by RPIX for the year ending 31st December 2024 (i.e. 4.0%) as set out below:
- Maximum accommodation and meals offset: £158 per week (currently £152)
 - Maximum accommodation only offset: £113 per week (currently £109)

2. Policy background

- 2.1. On 28th November 2018, following consideration of a Policy Letter from the Committee entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st January 2019'⁴, the States noted the Committee's policy intent that minimum wage rates should be linked to median earnings, so that a person working a full-time (40-hour) working week should earn at least 60% of the median earnings of employees. This would ensure that the gap

⁴ Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st January 2019 ([Billet d'État XXV of 2018, Article XIII](#)).

between the Island's lowest paid workers and the workforce average could never grow too wide.

- 2.2 It was considered necessary to gradually increase the Adult Minimum Wage Rate over a five-year period, starting in January 2019, in order to reach the target by January 2023. The medium-term plan also set an objective to equalise the Young Persons' Minimum Wage Rate with the Adult Rate (in accordance with a policy objective approved by the States in 2010) over the same five-year period.
- 2.3. The first two steps toward those targets were taken in January 2019 and January 2020, but the plan was subsequently paused due to the COVID-19 pandemic. As a result, the increases applied to minimum wage rates in January 2021 and January 2022 were lower than would have been applied had the plan been adhered to. However, following a strong indication from States Members during the States debate in respect of the rates to apply from 1st January 2022 that they would have supported higher rates to better support those in receipt of the minimum wage, the medium-term plan resumed on 1st October 2022. The target of the medium-term plan was achieved on 1st October 2024.
- 2.4 On 14th July 2022, following consideration of a Policy Letter from the Committee entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2022'⁵, the States resolved to replace the policy objective to equalise the Young Persons' and Adult Minimum Wage Rates with a new policy objective that the Young Persons' Minimum Wage Rate should be set at a rate equivalent to 90% (rounded to the nearest 5 pence) of the Adult Minimum Wage Rate by October 2024. This decision was informed by feedback from some stakeholders who suggested that a differential was justifiable, given that additional training and supervision was generally required by younger workers. This target was also achieved on 1st October 2024.
- 2.5 The Committee notes that the minimum wage rates are not intended to reflect a 'living wage', particularly as different households with different family compositions have different financial needs. There are several initiatives operated by the Committee, such as a wide range of benefits, grants and social housing, which are intended to help to meet the basic needs of people on low incomes.

⁵ Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2022 ([Billet d'État XII of 2022, Article XVII](#)).

3. Factors to be taken into account when setting Minimum Wage Rates

3.1. The Law requires the Committee to consider and take into account a number of factors before making Regulations setting the minimum wage rates. These are set out below:

- The current rate of the minimum wage in the United Kingdom, the Isle of Man and Jersey,
- The current economic and trading conditions prevailing in Guernsey,
- The rate of inflation in Guernsey,
- The rate of unemployment in Guernsey,
- Current rates of pay in Guernsey,
- The increase or decrease in rates of pay in Guernsey over the previous twelve months,
- Such other factors as appear to be relevant.

Current minimum wage rates in the United Kingdom, the Isle of Man and Jersey

3.2. The minimum wage rates to apply in the UK, the Isle of Man and Jersey with effect from 1st April 2025 are set out in Table 1 below, alongside the current rates that apply in Guernsey.

Table 1 – Minimum wage rates in Guernsey, the UK, the Isle of Man, and Jersey

| Minimum Wage Rates (hourly) | | | |
|-----------------------------|---|--|--------------------------|
| | Young Person | Adult | Effective from |
| Guernsey | £10.80 (aged 16-17, except for apprentices) | £12.00 (aged 18 and over, including apprentices) | 1 st Oct 2024 |
| United Kingdom | £7.55 (aged over school leaving age but under 18, excluding apprentices) £7.55 (apprentice rate) | £10.00 (aged 18-20) £12.21 (aged 21 and over – known as the ‘National Living Wage’) | 1 st Apr 2025 |
| Isle of Man | £9.55 (aged over school leaving age but under 18) | £12.25 (aged 18 and over) | 1 st Apr 2025 |
| Jersey | N/A | £13.00 (aged over compulsory school age) | 1 st Apr 2025 |

Guernsey

3.3. In Guernsey, there are two minimum wage rates – the Adult Minimum Wage Rate that applies to all workers aged 18 and over, including apprentices, and the Young Persons’ Minimum Wage Rate that applies to persons aged 16 and 17, with the exception of apprentices. The current rates that apply are £12.00 per hour and £10.80 per hour, respectively.

- 3.4. Young people under the age of 18 who are working as apprentices are not subject to the Minimum Wage Regulations. This is typically due to the fact that there are many training costs which are incurred by employers during the first two years of the apprenticeship in terms of up-skilling the worker. As soon as an apprentice reaches the age of 18, they must be paid the Adult Minimum Wage Rate. To be an apprentice, the worker must have entered into, or work under, a contract of apprenticeship.

United Kingdom

- 3.5. In the UK, the hourly rate of the National Minimum/Living Wage depends on the worker's age and whether they are an apprentice. At present, persons aged 21 and over qualify for the National Living Wage⁶. The current rate of the National Living Wage, which has applied since 1st April 2024, is £11.44 per hour. This was in line with the UK Government's target for the National Living Wage to reach two-thirds of median hourly pay by 2024. From 1st April 2025, the National Living Wage will be £12.21 per hour.
- 3.6. Persons aged between school leaving age and 20 (inclusive) qualify for the National Minimum Wage which has two rates based on the age of the employee. From 1st April 2025, this will be £7.55 per hour for employees aged over school leaving age but under 18, and £10.00 per hour for employees aged over 18 but under 21.

Isle of Man

- 3.7. There are two minimum wage rates that apply in the Isle of Man – one rate that applies to persons aged 18 and over, and another that applies to persons aged over compulsory school age but under 18. With effect from 1st April 2025, the Adult Minimum Wage Rate will be £12.25 per hour and the rate for persons aged over compulsory school age but under 18 will be £9.55 per hour.
- 3.8. Tynwald has previously resolved to raise the level of the Minimum Wage to the level of the Living Wage⁷ with effect from October 2025. The Living Wage had been set at £13.05 and was due for review in April 2025. At the time of writing, plans to increase the Isle of Man's Minimum Wage to the level of the Living Wage have been paused.

⁶ Previously, persons aged 23 and over qualified for the UK 'Living Wage'. Persons aged 21-22 were paid a different hourly rate. From 1st April 2024, this category was removed and persons aged 21 and over qualified for the 'Living Wage'.

⁷ [Information regarding the Isle of Man Living Wage.](#)

Jersey

- 3.9. The current Minimum Wage Rate in Jersey, which has applied since 1st January 2024, is £11.64 per hour. This applies to all employees following the harmonisation of the trainee rates with the main minimum wage rate with effect from 1st January 2024.⁸
- 3.10. The Council of Ministers has committed to transitioning to a living wage. From 1st April 2025, the Minimum Wage Rate in Jersey will be £13.00 per hour. The Minister for Social Security has announced an intention to set the minimum wage, to apply from 1st April 2026, at two thirds of the 2024 median wage.
- 3.11. In addition, the States of Jersey has agreed a £20 million package of financial support measures, including grants to assist employers in Jersey to enhance productivity and invest in training employees. As part of the Better Business Support Package, Jersey employers are able to apply for up to 50% matched grant funding for productivity and training initiatives⁹.

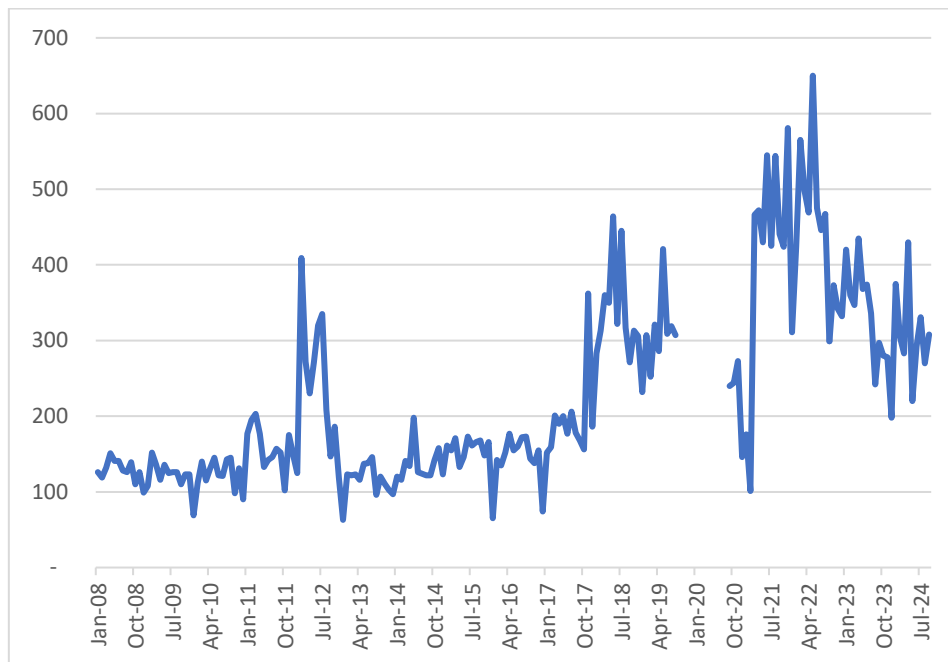
Economic and trading conditions and unemployment rates

- 3.12. Local labour market demand conditions continue to be relatively strong, allowing for the pressure exerted by a period of unusually high inflation. At the end of December 2024, there were 264 people registered as wholly unemployed in Guernsey, less than 1% of the workforce. This compares to 287 people a year earlier.
- 3.13. A further 74 people worked during the week, including those in part-time or casual employment, as well as some people who were fully employed but who were eligible for income support on top of their low earnings.
- 3.14. The number of jobs advertised via the Job Centre is usually higher than the number of people unemployed. In September 2024, 308 positions were advertised, which compares to 297 positions in September 2023. This is still above the longer-term average, as shown in Graph 1 overleaf.

⁸ Until 31st December 2023, a trainee rate was payable in Jersey for a maximum period of two years to workers who were undergoing formal training as part of their employment.

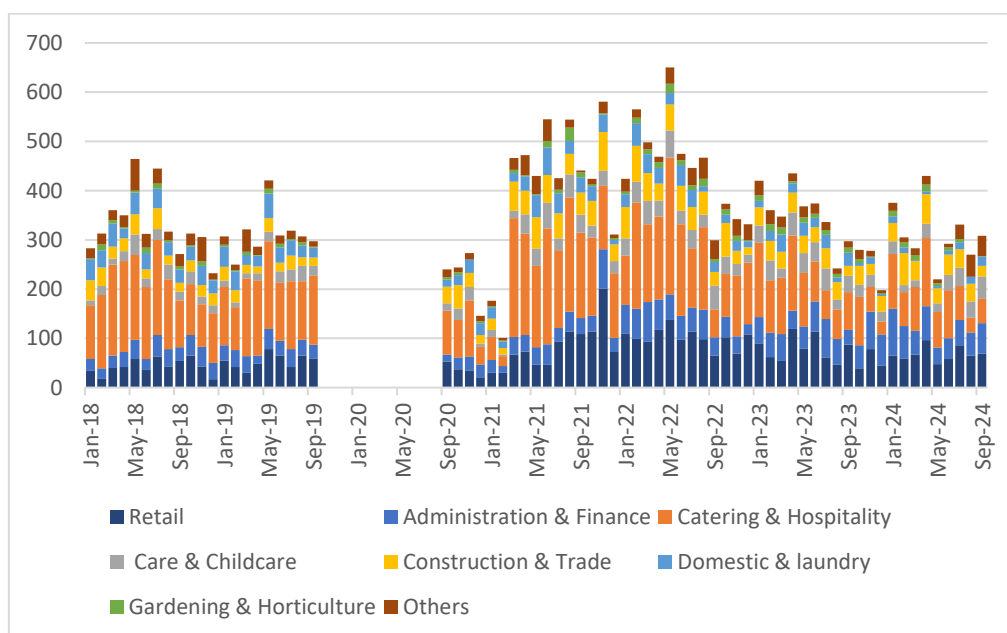
⁹ [Better Business Support Package: Employers urged to prepare.](#)

Graph 1 – Job advertisements promoted through the Job Centre



- 3.17 Approximately 59% of the jobs advertised through the Job Centre were in areas where wages are typically lower than average, including retail, catering and hospitality, childcare and domestic services (as shown in Graph 2 below). Higher value jobs tend to be advertised through recruitment agencies or directly by employers.

Graph 2- Sector of positions advertised by the Job Centre

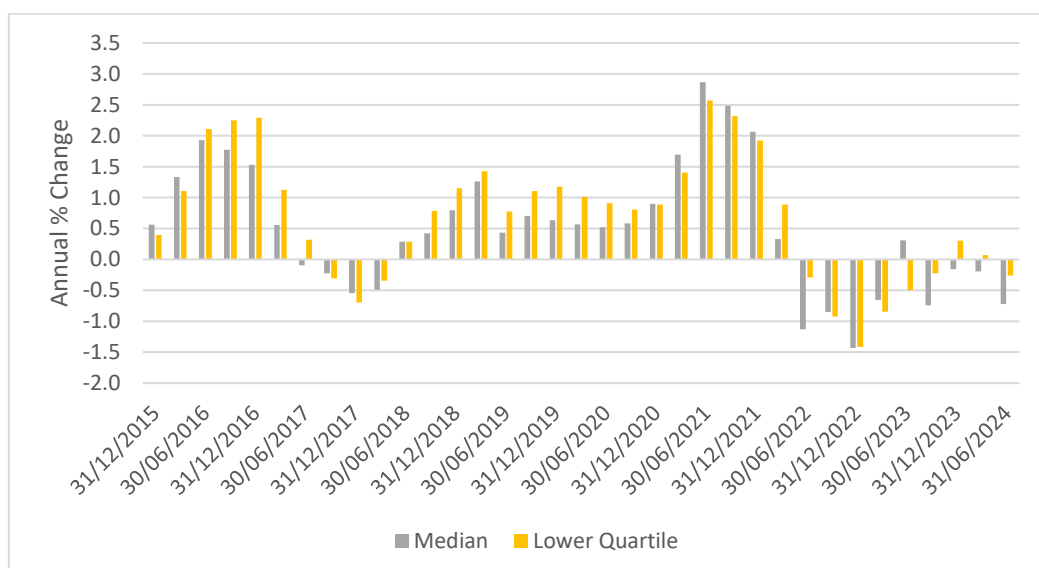


- 3.18. While the advertised vacancies are lower than they were in 2022, all indications are that there is still a shortage of labour in the economy, likely exacerbated by high levels of housing costs which act as a limiting factor on the capacity to recruit staff from off-island. However, both employment and unemployment data suggest that these conditions have started to ease.

Rates of pay

- 3.19. Earnings have increased in nominal terms at both the median and lower quartile levels. However, inflation is still above its long-term average which has suppressed real earnings growth, as shown in Graph 3. Between June 2023 and June 2024, median earnings grew in current values by 5.3% but decreased in real terms by 0.7%. At the lower quartile, the picture is slightly better, with the current value of earnings increasing by 5.8%, reflecting a real terms decrease of 0.3%. The expectation is that the gap between earnings and inflation will reduce as inflation has fallen through the latter half of 2024, and real earnings growth is expected to resume in 2025.

Graph 3 - Median and lower quartile earnings growth in real terms



- 3.20. Earnings in those sectors most likely to be impacted by changes in the minimum wage, such as accommodation and food services, retail and other service activities (which includes cleaning services), have shown relatively good outcomes. The accommodation and food services and 'other services' sectors reported real increases in median earnings (by 1.9% and 4.9% respectively). Median earnings in the retail and other services sectors have matched inflation over the year ending June 2024.

Rates of inflation

- 3.21. Rates of inflation have begun to fall but they remain higher than typical, with RPIX having fallen from a peak of 8.5% in December 2022 to 4.0% in December 2024. RPIX is expected to fall further in the coming quarters, but at a slower pace than previously projected. Central forecasts project RPIX of 3.7% in December 2025.

4. Consultation in respect of minimum wage rates to apply from 1st October 2025

- 4.1. Section 5 of the Law requires the Committee to:

“...consult such organizations, or associations of organizations, representative of employers and employees in Guernsey, and such other organizations and bodies, as appear to the Committee to be appropriate.”

- 4.2. In January 2025, the President of the Committee wrote to the main employer/ industry representative organisations (which included, but was not limited to, groups representing the retail, hospitality, construction, care and finance sectors), unions and relevant civil society groups, seeking their views on the following two options:

- Option 1 - To increase minimum wage rates to £13.00 per hour for adults and to £11.70 per hour for 16- and 17-year-olds, or
- Option 2 - To increase minimum wage rates to £12.60 per hour for adults and to £11.35 per hour for 16- and 17-year-olds,

with effect from 1st October 2025.

- 4.3. The Committee also sought views on a proposal to increase the maximum accommodation and meals offsets, with effect from 1st October 2025, by RPIX for the year ending 31st December 2024 (i.e. 4.0%), as set out below:

- Maximum accommodation and meals offset: £158 per week (currently £152)
- Maximum accommodation only offset: £113 per week (currently £109)

- 4.4. These proposals do not give regard to current median earnings data as the medium-term plan to increase the Adult Minimum Wage rate to 60% of the median earnings of employees in Guernsey concluded on 1st October 2024 and has not been replaced by a subsequent policy. Also, due to the need to bring this matter to the States earlier than usual this year as a result of the timing of the General Election, median earnings data as at the relevant quarter end (31st December 2024) is not available (data in respect of median earnings as at 31st December 2024 is not due to be published until 6th May 2025).

- 4.5. The Committee wrote to twenty-two organisations and received twelve responses – seven from employer/industry representative organisations, plus responses from a civil society group, a trade union, the Director of the Employment and Equal Opportunities Service, the Committee *for* Economic Development (CfED) and the Policy & Resources Committee in its capacity as the employer of States’ employees. The Committee also received input from a large local employer. The Committee is very grateful to the organisations and Committees that responded to the consultation.
- 4.6. The CfED noted concerns that increases to minimum wage rates would result in price rises and adjustments to business’ wider wage structures and would therefore be inflationary. The CfED reiterated its view, as expressed during the consultation in respect of minimum wage rates to apply from 1st October 2024, that the Adult Minimum Wage should be increased by the rate of core inflation.
- 4.7. Of the other respondents, four indicated their support for Option 1, to increase minimum wage rates to £13.00 per hour for adults and to £11.70 per hour for 16- and 17-year-olds. A further four respondents explicitly supported Option 2, to increase minimum wage rates to £12.60 per hour for adults and to £11.35 per hour for 16- and 17-year-olds. One employer/industry group opposed Option 1 but did not explicitly comment on Option 2, and a further two employer/industry groups opposed both options. One respondent provided general comments but did not explicitly indicate its views on the Committee’s proposals.
- 4.8. Some respondents noted that many employers are facing increased pressures including higher than normal rates of inflation and business costs associated with the implementation of the statutory requirement to enrol employees in a workplace pension. There was some concern that, if wages were also to increase, this may need to be reflected in the prices some businesses charge for goods and services.
- 4.9. Some respondents also noted that, in some cases, increases to minimum wage rates mean that employers adjust their overall wage structure to ensure parity for employees whose wages are higher than the minimum wage. However, the Committee notes that employers could potentially adjust their wage structures to reduce the differential between the minimum wage and the hourly rate paid to their lowest paid staff, if necessary.
- 4.10. Several respondents opposed the proposal to base Minimum Wage rates in Guernsey on those in force in Jersey (Option 1). These respondents typically felt that employment, cost of living, and tax conditions in the two islands were not comparable. By contrast, a trade union welcomed the Option 1 proposals, citing the possibility that a higher Minimum Wage rate in Jersey could offer a

competitive advantage to Jersey employers over those in Guernsey in respect of recruitment and retention of staff.

- 4.11. One employer/industry representative organisation indicated that there was a stronger preference within its membership for aligning Guernsey's minimum wage with Jersey's to retain competitiveness in attracting workers to the island, but noted a similar degree of support for introducing a package of financial support measures comparable to that announced in Jersey, as outlined in paragraph 3.11.
- 4.12. In respect of the Young Persons' Minimum Wage Rate, two employer/industry organisations noted that the rate should be set at less than 90% of the Adult Minimum Wage Rate to reflect that additional training and supervision is generally required for younger workers. The CfED recommended that the Young Persons' Minimum Wage Rate be set at 80% of the Adult Minimum Wage Rate. By contrast, a trade union expressed concern that the Young Persons' Minimum Wage Rate was not equal to the Adult Minimum Wage Rate, noting that Jersey no longer set different minimum wage rates dependent upon an employee's age. No other respondents provided any comments in respect of either of the options for the Young Persons' Minimum Wage Rate.
- 4.13. The majority of respondents did not offer any comments about the proposed maximum offsets. However, one employer/industry group felt that employers should have more freedom to set the value of the offsets while a trade union felt that the proposed figures represented too great a proportion of a minimum wage earner's salary, assuming a 'standard' working week of 35 to 40 hours.

5. Proposed rates and offsets to apply from 1st October 2025

Minimum Wage Rates

- 5.1. Having carefully considered all relevant factors, along with the feedback received from the targeted consultation, the Committee has prescribed by Regulation (as set out in Appendix 1 to this Policy Letter) that the Adult Minimum Wage Rate be £12.60 per hour and that the Young Persons' Minimum Wage Rate be £11.35 per hour, with effect from 1st October 2025. Under section 31(3) of the Law, these Regulations do not have effect until approved by a Resolution of the States.
- 5.2. The Committee believes that these proposed rates represent a reasonable balance between the interests of employees and employers. The Committee does not consider that the proposed rates are unduly burdensome on employers because, among other reasons, current workforce pressures mean that employers across the full spectrum of the employment market are likely required to ensure their wage scales are sufficiently attractive to recruit and retain workers.

- 5.3. It is noted that some, but by no means all, low paid employees require additional means-tested support from the States by way of income support, and a higher minimum wage is intended to facilitate greater financial independence.

Maximum Accommodation and Meals Offsets

- 5.4. The maximum accommodation and meals offsets are the maximum amount that an employer is permitted to deduct from an employee's wage in compensation for providing meals and/or accommodation. These offsets were introduced to ensure that employees paid at minimum wage levels who were contracted under an arrangement where their meals and/or accommodation was provided did not have an unreasonable amount of their wage deducted for these provisions.
- 5.5. During the period of the medium-term plan until 2023, the maximum accommodation and meals offsets have increased by the same percentage as that applied to the Adult Minimum Wage Rate. However, in 2024, the Committee decided to increase the offsets by the rate of 'core' inflation (RPIX) for the year ending 31st December 2023. The rationale for this change of approach was that the offsets, being for the provision of meals and/or accommodation, are much more closely aligned with inflationary forces than with the movement in median earnings.
- 5.6. The Committee has decided to increase the maximum offsets, with effect from 1st October 2025, by RPIX for the year ending 31st December 2024 (i.e. 4.0%), as set out below:
- Maximum accommodation and meals offset: £158 per week (currently £152)
 - Maximum accommodation only offset: £113 per week (currently £109)
- 5.7. These rates have been prescribed by regulations of the Committee. These Regulations do not require States approval.

6. Compliance with Rule 4 of the Rules of Procedure

- 6.1. Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, propositions laid before the States.
- 6.2. In accordance with Rule 4(1)(b), the Committee has consulted in the development of these proposals (see section 4 for further information).
- 6.3. In accordance with Rule 4(1)(c), the proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.

- 6.4. In accordance with Rule 4(1)(d), it is confirmed that there will be a very minimal additional cost of less than £10,000 per year to the States of Guernsey's payroll of increasing the Adult Minimum Wage Rate to £12.60 per hour.
- 6.5. In this Policy Letter, the Committee has set out its decisions pertaining to the Minimum Wage and associated rates with effect from 1st October 2025. In accordance with Rule 4(2)(a), it is confirmed that the proposition accords with the Committee's purpose:
- "To foster a compassionate, cohesive and aspirational society in which responsibility is encouraged and individuals and families are supported through schemes of social protection relating to pensions, other contributory and non-contributory benefits, social housing, employment, re-employment and labour market legislation."
- 6.6. In particular, the proposition relates to the Committee's mandated responsibilities:
- "To advise the States and to develop and implement policies on matters relating to its purpose, including...labour market legislation and practices".
- 6.7. In accordance with Rule 4(2)(b), it is confirmed that proposition 1a. has the unanimous support of the Committee. It is further confirmed that proposition 1b. is supported by all members of the Committee except for Deputy Bury who is of the view that the Young Persons' Minimum Wage Rate should be equal to the Adult Minimum Wage Rate.

Yours faithfully

P J Roffey
President

H L de Sausmarez
Vice-President

T L Bury
S J Falla
L C Queripel

R J Le Brun
Non-States Member

M R Thompson
Non-States Member

APPENDIX 1

GUERNSEY STATUTORY INSTRUMENT

2025 No.

**The Minimum Wage (Prescribed Rates and Qualifications)
(Guernsey) (Amendment) Regulations, 2025**

| | |
|-------------------------------|--------------------------|
| <i>Made</i> | <i>12th March, 2025</i> |
| <i>Coming into operation</i> | <i>1st October, 2025</i> |
| <i>Laid before the States</i> | <i>30th April, 2025</i> |

THE COMMITTEE FOR EMPLOYMENT & SOCIAL SECURITY, in exercise of the powers conferred on it by sections 1(3), 3(1) and 31 of the Minimum Wage (Guernsey) Law, 2009¹, and all other powers enabling it in that behalf, hereby makes the following Regulations:-

Substitution of Schedule to principal Regulations.

1. The principal Regulations are amended by substituting, for the Schedule to those Regulations, the schedule contained in the Schedule to these Regulations.

Interpretation.

2. In these Regulations, "the principal Regulations" means the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) Regulations, 2012^b.

¹ Order in Council No. I of 2010; this enactment has been amended.

^b G.S.I. No. 40 of 2012; this enactment has been amended.

Transitional and savings provisions.

3. (1) These Regulations do not have effect in relation to any worker and his or her work until the first day of the first pay reference period of the worker in respect of that work.

(2) For the avoidance of doubt, before the first day of the first pay reference period of the worker in respect of that work, the principal Regulations have effect in relation to that worker and that work as if these Regulations had not been made.

(3) In this regulation, "**the first pay reference period**", in relation to a worker and his or her work, means the first pay reference period of the worker, in respect of that work, beginning on or after the date specified in regulation 4 for these Regulations to come into force.

Citation and commencement.

4. These Regulations may be cited as the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) (Amendment) Regulations, 2025, and come into force on the 1st October, 2025.

Dated this 12th day of March, 2025

A handwritten signature in black ink, appearing to read 'P. J. Roffey', with a stylized flourish at the end.

P. J. ROFFEY

President of the Committee for Employment & Social Security

For and on behalf of the Committee

SCHEDULE

Regulation 1

SCHEDULE TO BE SUBSTITUTED FOR THE SCHEDULE TO THE PRINCIPAL
REGULATIONS

"SCHEDULE
MINIMUM WAGE RATES

Regulations 1(1) and 2(1)

Adult Minimum Wage Rate

£12.60 per hour.

Young Persons' Minimum Wage Rate

£11.35 per hour."

EXPLANATORY NOTE

(This note is not part of the Regulations)

These regulations replace the minimum wage rates for adults and young persons with the new rates of £12.60 per hour and £11.35 per hour, respectively, for the purposes of the Minimum Wage (Guernsey) Law, 2009 ("**the Law**").

Under section 31(3) of the Law, these Regulations do not have effect until approved by a Resolution of the States. If so approved, these regulations will come into force on the 1st October, 2025. The new rates will then take effect on and from the first day of the first pay reference period (as defined in regulation 3) of each worker in respect of any particular work.