

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

9th April, 2025

Proposition No. P.2025/38

Committee for Employment & Social Security

Amendments to Statutory Minimum Wage Arrangements to Come into Force on
1st October 2025

AMENDMENT

Proposed by: Deputy L de Sausmarez

Seconded by: Deputy T Bury

After Proposition 1, insert:

- "2. To note that the Committee *for* Employment & Social Security, when making new regulations pursuant to sections 1(3) and 3(1) of the Minimum Wage (Guernsey) Law, 2009, will give due consideration to whether or not all future increases to the Minimum Wage should come into force on 1st January of each year to coincide with Guernsey's tax year.
3. To note that the Committee *for* Employment & Social Security, when making new regulations pursuant to sections 1(3) and 3(1) of the Minimum Wage (Guernsey) Law, 2009, will give due consideration to whether or not regulations should be lodged in time to be debated at the States meeting that immediately follows the Special Meeting in November each year.
4. To note that the Committee *for* Employment & Social Security, when making regulations under the Minimum Wage (Guernsey) Law, 2009, will give due consideration to the most recently available economic statistics published by the States of Guernsey together with other relevant factors that the Committee has a duty to consider under Section 6 of the Minimum Wage (Guernsey) Law, 2009."

Rule 4 information

- a) The Propositions contribute to the Housing, Infrastructure and the Economy Portfolio agreed as part of the Government Work Plan.
- b) Consultation has taken place with the Committee *for* Employment & Social Security and relevant officers of the States.

- c) The Propositions have been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.
- d) There are no financial implications to the States of carrying these proposals into effect.
- e) Drafting advice has not been sought in the preparation of this Amendment.

Explanatory Note

The Committee *for* Employment & Social Security, although unable to provide any commitment as to the outcome, has no issue with considering the merits of the suggestions contained in Amendment 1, but objects strongly to delaying by at least three months (or possibly indefinitely) the next increase in the Minimum Wage rates, largely because the Adult Minimum Wage Rate is currently lower than the rates in all of our comparator jurisdictions, as shown in Table 1 of the Committee's Policy Letter, which is considered unfair given the high cost of living in Guernsey.