


# EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

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Jersey

# EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

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Jersey

# EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

**THE MINISTER FOR SOCIAL SECURITY**, in pursuance of Articles 16, 22, 33 and 104 of the Employment (Jersey) Law 2003, orders as follows –

Commencement [see endnotes]

## 1 Interpretation[1]

In this Order –

"approved training" has the same meaning as in the Employment (Minimum Wage) (Jersey) Regulations 2004;

"employee" means an employee who has ceased to be of compulsory school age;

"food and living accommodation" has the same meaning as in the Employment (Minimum Wage) (Jersey) Regulations 2004;

"the Law" means the Employment (Jersey) Law 2003;

"living accommodation" has the same meaning as in the Employment (Minimum Wage) (Jersey) Regulations 2004;

"trainee" has the same meaning as in the Employment (Minimum Wage) (Jersey) Regulations 2004.

## 2 The minimum wage

(1) The minimum wage for an employee is an hourly rate of £13.[2]

(2) The minimum wage for a trainee is an hourly rate of £10.50 during the first year of the training employment.[3]

(2A) The minimum wage for a trainee is an hourly rate of £11.75 during the second year of the training employment.[4]

(2B) Paragraphs (2) and (2A) do not apply to a trainee if the training employment started before 1 September 2025.[5]

(2C) In paragraphs (2) to (2B), "training employment" means the trainee's employment in the job for which the trainee is undergoing the approved training.[6]

(3) For the avoidance of doubt it is declared that this Article does not apply in respect of work undertaken by a person on behalf of another person where the work is being undertaken to gain experience as a required part of a course of education at an academic establishment.

## 3 Pay reference period

(1) For the purposes of the Law, a pay reference period is –

(a) a period of one calendar month, where an employee is paid by reference to a period that is one calendar month or longer; or

(b) where an employee is paid by reference to a period that is shorter than one calendar month, that shorter period.[7]

(2) Despite paragraph (1), where paragraph (3) applies, for the purpose of the Law, the pay reference period shall be one calendar month.

(3) This paragraph applies where –

(a) an employee is paid at periods that are shorter than one calendar month but by reference to work undertaken during a period that is one calendar month or longer; and

(b) the employer and employee agree that this paragraph applies.[8]

## 3A Monetary amounts that may be attributed to the employer's provision of benefits in kind[9]

(1) This Article prescribes amounts for the purposes of Regulations 7(1)(d) and 8(2)(a) of the Employment (Minimum Wage) (Jersey) Regulations 2004.

(2) If the employer provides food and living accommodation, the maximum monetary amount attributed to the employer's provision of benefits in kind is –

(a) for a trainee, £157.15 each week or £22.45 each day; and

(b) for any other employee, £194.60 each week or £27.80 each day.[10]

(3) If the employer provides living accommodation but does not provide food, the maximum monetary amount attributed to the employer's provision of benefits in kind is –

(a) for a trainee, £117.95 each week or £16.85 each day; and

(b) for any other employee, £146.02 each week or £20.86 each day.[11]

(4) If a trainee's employment, in the job for which the trainee is undergoing the approved training, started before 1 September 2025, paragraphs (2)(b) and (3)(b) apply to the trainee instead of (2)(a) and (3)(a).[12]

## 4 Records to be kept by employers

(1) If an employee qualifies for the minimum wage, his or her employer must keep in respect of the employee records that are sufficient to establish, in accordance with Regulation 6 of the Employment (Minimum Wage) (Jersey) Regulations 2004, that the employer is remunerating the employee at a rate that is at least equal to the minimum wage.

(2) [13]

(3) The records must be in a form that enables the information that is to be kept about the employee in respect of a pay reference period to be produced in a single document.

(4) The records that must be kept under this Article must be kept by the employer for a period of 10 years beginning with the day on which the pay reference period specified in paragraph (5) ends.

(5) The pay reference period to which this paragraph refers is the one immediately following the pay reference period to which the records relate.

(6) [14]

**5** [15]

## 6 Citation

This Order may be cited as the Employment (Minimum Wage) (Jersey) Order 2007.

# ENDNOTES

## Table of Legislation History

| Legislation | Year and No | Commencement |
|---|---|---|
| Employment (Minimum Wage) (Jersey) Order 2007 | R&O.48/2007 | 1 April 2007 |
| Employment (Minimum Wage) (Amendment) (Jersey) Order 2007 | R&O.172/2007 | 1 April 2008 |
| Employment (Minimum Wage) (Amendment No. 2) (Jersey) Order 2009 | R&O.17/2009 | 1 April 2009 |
| Employment (Minimum Wage) (Amendment No. 3) (Jersey) Order 2010 | R&O.20/2010 | 1 April 2010 |
| Employment (Minimum Wage) (Amendment No. 4) (Jersey) Order 2011 | R&O.18/2011 | 1 April 2011 |
| Employment (Minimum Wage) (Amendment No. 5) (Jersey) Order 2012 | R&O.13/2012 | 1 April 2012 |
| Employment (Minimum Wage) (Amendment No. 6) (Jersey) Order 2013 | R&O.39/2013 | 1 April 2013 |
| Employment (Minimum Wage) (Amendment No. 7) (Jersey) Order 2013 | R&O.139/2013 | 1 April 2014 |
| Employment (Minimum Wage) (Amendment No. 8) (Jersey) Order 2014 | R&O.170/2014 | 1 April 2015 |
| Employment (Minimum Wage) (Amendment No. 9) (Jersey) Order 2015 | R&O.125/2015 | 1 April 2016 |
| Employment (Minimum Wage) (Amendment No. 10) (Jersey) Order 2016 | R&O.110/2016 | 1 April 2017 |
| Employment (Minimum Wage) (Amendment No. 11) (Jersey) Order 2017 | R&O.109/2017 | 1 April 2018 |
| Employment (Minimum Wage) (Amendment No. 12) (Jersey) Order 2018 | R&O.108/2018 | 1 April 2019 |
| Employment (Minimum Wage) (Amendment No. 13) (Jersey) Order 2019 | R&O.127/2019 | 1 April 2020 |
| Employment (Minimum Wage) (Amendment No. 14) (Jersey) Order 2021 | R&O.131/2021 | 1 January 2022 |

| Legislation | Year and No | Commencement |
|---|---|---|
| Employment (Minimum Wage) (Repeal and Amendment No. 16) (Jersey) Order 2022 | R&O.91/2022 | 1 November 2022 |
| Employment (Amendment No. 13) (Jersey) Law 2023 | L.12/2023 | 27 October 2023 |
| Employment (Minimum Wage) (Amendment – Single Rates) (Jersey) Order 2023 | R&O.93/2023 | 1 January 2024 |
| Employment (Minimum Wage) (Jersey) Amendment Order 2024 | R&O.91/2024 | 1 April 2025 |
| Employment (Minimum Wage – Trainees) (Jersey) Amendment Order 2025 | R&O.49/2025 | 1 September 2025 |

## Table of Renumbered Provisions

| Original | Current |
|---|---|
| 6 | Spent, omitted |
| 7(1) | 6 |
| 7(2) | Spent, omitted |

## Table of Endnote References

[1] *Article 1* — *amended by R&O.39/2013, L.12/2023, R&O.93/2023, R&O.49/2025*

[2] *Article 2(1)* — *substituted by R&O.39/2013, amended by R&O.139/2013, R&O.170/2014, R&O.125/2015, R&O.110/2016, R&O.109/2017, substituted by R&O.108/2018, R&O.127/2019, R&O.131/2021, amended by R&O.91/2022, substituted by R&O.93/2023, amended by R&O.91/2024*

[3] *Article 2(2)* — *substituted by R&O.39/2013, amended by R&O.139/2013, R&O.170/2014, R&O.125/2015, R&O.110/2016, R&O.109/2017, substituted by R&O.108/2018, R&O.127/2019, R&O.131/2021, amended by R&O.91/2022, deleted by R&O.93/2023, inserted by R&O.49/2025*

[4] *Article 2(2A)* — *added by R&O.39/2013, amended by R&O.139/2013, R&O.170/2014, R&O.125/2015, R&O.110/2016, R&O.109/2017, substituted by R&O.108/2018, R&O.127/2019, R&O.131/2021, amended by R&O.91/2022, deleted by R&O.93/2023, inserted by R&O.49/2025*

[5] *Article 2(2B)* — *inserted by R&O.49/2025*

[6] *Article 2(2C)* — *inserted by R&O.49/2025*

[7] *Article 3(1)* — *amended by L.12/2023*

[8] *Article 3(3)* — *amended by L.12/2023*

[9] *Article 3A* — *inserted by L.12/2023, substituted by R&O.93/2023*

[10] *Article 3A(2)* — *amended by R&O.91/2024, substituted by R&O.49/2025*

[11] *Article 3A(3)* — *amended by R&O.91/2024, substituted by R&O.49/2025*

[12] *Article 3A(4)* — *inserted by R&O.49/2025*

[13] *Article 4(2)* — *deleted by R&O.172/2007*

[14] *Article 4(6)* — *deleted by L.12/2023*

[15] *Article 5* — *deleted by L.12/2023*