

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 2026

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 2026', dated 8th June 2026, they are of the opinion:

1. To approve the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) (Amendment) Regulations, 2026 (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 2026:
 - a. Adult Minimum Wage Rate: £13.10 per hour (for workers aged 18 and over), and
 - b. Young Persons' Minimum Wage Rate: £11.80 per hour (for workers aged 16 and 17).

The above Proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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 2026

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

8th June 2026

Dear Sir

1. Executive summary

- 1.1. In accordance with the provisions of the Minimum Wage (Guernsey) Law, 2009¹ (“the Law”), the Committee *for* Employment & Social Security (“the Committee”) is seeking States approval of new Minimum Wage Rates.
- 1.2. In May 2026, the Committee carried out a targeted consultation on proposals to increase the Adult Minimum Wage Rate from £12.60 to £13.10 per hour, representing an increase in line with the rate of ‘core’ inflation (RPIX) for the year ending 31st March 2026, of 4.0%. The Committee also consulted on a proposal to equalise the Young Persons’ Minimum Wage Rate with the Adult Rate in order to promote fairness and remove arbitrary age-based differences.
- 1.3. Following the consultation process (information about which is set out in Section 4 of this Policy Letter), the Committee has made Regulations (attached at Appendix 1 to this Policy Letter) setting the Adult Minimum Wage Rate at £13.10 per hour, and the Young Persons’ Minimum Wage Rate at £11.80 per hour, with effect from 1st October 2026. Under section 31(3) of the Law, these Regulations do not have effect unless and until approved by a Resolution of the States. If so approved, they will come into force on that date. Although the Committee consulted on equalising the Young Persons’ Minimum Wage Rate with the Adult Rate, it concluded that it would not be appropriate to do so at this time, having regard to the consultation feedback and the potential negative impact on employment opportunities for young people.

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

- 1.4. The Committee has also decided to increase the maximum accommodation and meals offsets, with effect from 1st October 2026, by RPIX for the year ending 31st March 2026 (i.e. 4.0%) as set out below:
- Maximum accommodation and meals offset: £164 per week (currently £158)
 - Maximum accommodation only offset: £118 per week (currently £113)

2. Policy background

- 2.1. Although delayed because of the economic impact of the Covid-19 pandemic, the States' approved targets for the Adult and Young Persons' Minimum Wage Rates, set out in the previous medium-term plan, were achieved with effect from 1st October 2024. Over a six-year period, the Adult Minimum Wage Rate increased from £7.75 per hour in 2018, equivalent to 50.7% of median earnings based on a 40-hour working week, to £12.00 per hour in 2024, equivalent to 60% of median earnings. Over the same period, the Young Persons' Minimum Wage Rate increased from £7.05 per hour to £10.80 per hour, the latter being equivalent to 90% of the Adult Rate.
- 2.2. The Committee notes that minimum wage rates are not intended to reflect a 'living wage', particularly as different households have different financial needs. There are several initiatives operated by the Committee, such as a wide range of benefits, grants and social housing, intended to support the basic needs of people on low incomes.
- 2.3. In April 2025, following consideration of a Policy Letter from the Committee entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2025'² the States approved proposals to increase the Adult Minimum Wage Rate to £12.60 per hour, representing an increase of 5.0%. These proposals did not take account of median earnings data, as this was not available at that time.
- 2.4. Following consideration of an amendment to the Committee's proposals³, the States agreed to note that the Committee, when making new regulations pursuant to sections 1(3) and 3(1) of the Minimum Wage (Guernsey) Law, 2009, would 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;

² [Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2025 \(Billet d'État IX of 2025, Article II\).](#)

³ Amendment 3 to the Policy Letter entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2025' ([Billet d'État IX of 2025, Article II, Amdt 3](#)).

- 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; and
 - the most recently available economic statistics published by the States together with other relevant factors that the Committee has a duty to consider under section 6 of the Minimum Wage (Guernsey) Law, 2009.
- 2.5. The Committee has considered the advantages and disadvantages of changing the implementation date of the annual minimum wage increase from 1st October to 1st January to align with Guernsey's tax year. It noted that there was no strong case for aligning the increase with other tax and benefit rate changes because the minimum wage rates have minimal fiscal implications for the States. The Committee also recognised that retaining 1st October as the implementation date may be more manageable for businesses, as minimum wage rates are uplifted one quarter before changes to contribution rates and taxes.
- 2.6. The Committee noted advice from the Policy & Resources Committee's Fiscal and Economic Policy Team indicating that the incidence of the minimum wage rates within the States' workforce was extremely low; accordingly, increases in the minimum wage would have an immaterial impact on States' expenditure and tax revenues.
- 2.7. The Committee concluded that there was not a sufficiently compelling case for change and agreed to continue to apply annual uplifts to the minimum wage and associated rates with effect from 1st October.
- 2.8. In respect of the third consideration noted in paragraph 2.4, the Committee always has regard to the most recently available economic statistics published by the States.

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; and
 - 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 that have applied in the UK, the Isle of Man and Jersey from 1st April 2026 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	£11.35 (aged 16-17, except for apprentices)	£12.60 (aged 18 and over, including apprentices)	1 st Oct 2025
United Kingdom	£8.00 (aged over school leaving age but under 18, excluding apprentices) £8.00 (apprentice rate)	£10.85 (aged 18-20) £12.71 (aged 21 and over – known as the ‘National Living Wage’)	1 st Apr 2026
Isle of Man	£10.16 (aged over school leaving age but under 18) ⁴	£12.86 (aged 18 and over)	1 st Apr 2026
Jersey⁵	£13.59 (aged over school leaving age)	£13.59 (aged over school leaving age)	1 st Apr 2026

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 £12.60 per hour and £11.35 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 due to the fact that there are typically many training costs which are incurred by employers during the first two years of the apprenticeship in terms of up-skilling the worker. Recommended rates are published by the States of Guernsey and, in some sectors, by representative industry bodies. These rates typically vary according to the apprentice’s year of study and are advisory rather than mandatory. As soon as an apprentice reaches the age of 18, they must be

⁴ In the Isle of Man, the minimum wage does not need to be paid to apprentices who: i) have not attained the age of 19, or ii) have attained the age of 19 but are within the first 12 months of their apprenticeship. An apprentice who has attained the age of 25 is entitled to minimum wage.

⁵ In Jersey, there is a separate trainee minimum wage rate that may apply for up to two years to employees of any age who are undertaking an approved training programme as part of their employment. The Year 1 trainee rate is £10.50 per hour and, where training continues into a second year, the Year 2 trainee rate is £11.75 per hour.

paid at least 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, workers aged 21 and over qualify for the National Living Wage. The current rate of the National Living Wage, which has applied since 1st April 2026, is £12.71 per hour. The UK Government's target for the National Living Wage is two-thirds (66%) of median hourly pay. This was reached in 2024.
- 3.6. Workers aged from school leaving age up to (and including) 20 are entitled to the National Minimum Wage which has two age-specific rates. From 1st April 2026, the rate is £8.00 per hour for those aged above school leaving age but under 18, and £10.85 per hour for those aged 18 to 20 (inclusive).

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 school leaving age but under 18. The current Adult Minimum Wage Rate, which has applied since 1st April 2026, is £12.86 per hour and the rate for persons aged over school leaving age but under 18 is £10.16 per hour.
- 3.8. Tynwald had previously resolved to raise the level of the Minimum Wage to the level of the Living Wage⁶ with effect from October 2025. However, in July 2025, Tynwald rejected proposals for a mandatory Living Wage model and adopted a new approach to set the rate at 66% of the Isle of Man's median earnings on the basis that it better reflected the real status of its economy.

Jersey

- 3.9. The current Minimum Wage Rate in Jersey, which has applied since 1st April 2026, is £13.59 per hour. This single rate applies to all workers aged above school leaving age.
- 3.10. There is a separate minimum wage rate for trainees of any age that is payable for a maximum period of two years to workers undergoing formal training as part of their employment on an approved programme. All apprenticeship courses delivered through Highlands College are automatically treated as approved training programmes. Other courses may also qualify where approved by Skills Jersey.
- 3.11. The trainee rates were abolished in January 2024 but reintroduced in September 2025 due to its negative effect on organisations' ability or

⁶ [Information regarding the Isle of Man Living Wage.](#)

willingness to employ trainees or apprentices. The reintroduction of trainee rates aimed to support businesses to sustainably invest in local talent and skills development⁷.

- 3.12. In addition, the States of Jersey has agreed a £20 million package of financial support, including grants, to help employers improve productivity and invest in workforce training. 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 initiatives⁸.

Economic and trading conditions and unemployment rates

- 3.13. Local labour market demand conditions continue to be relatively strong.
- 3.14. As at the end of March 2026, there were 320 people registered as wholly unemployed in Guernsey, less than 1% of the workforce. This compares to 259 a year earlier.
- 3.15. A further 103 jobseekers 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.

Rates of pay

- 3.16. Ordinarily, earnings data is published in late April. However, due to an ongoing IT issue, this data will not be published and available to the Committee in time to inform the setting of the Minimum Wage Rates to come into force on 1st October 2026. In the interim, adjustments to the Minimum Wage Rates will necessarily be guided by the rate of 'core' inflation (RPIX), which is considered the most appropriate and reliable benchmark currently available.
- 3.17. The Committee is awaiting the publication of new data by the Economic Statistics Supervisor⁹ in respect of the number of hours worked by employees. This will enable the Committee to determine how many workers are paid at the statutory minimum which will help to inform future minimum wage policy. The availability of this data is linked to the roll-out of the obligation on employers to automatically enrol eligible employees into an approved pension scheme. As the obligation applied to all employees from October 2025, the Committee hoped to have one or two quarters of data (i.e. for Q4 2025 and Q1 2026) by the time of writing. However, the Committee

⁷ States of Jersey media release dated 12 August 2025: '[Government reintroduces Trainee Minimum Wage Rates to support access to skills training](#)'.

⁸ States of Jersey media release dated 20 December 2024: '[Better Business Support Package: Employers urged to prepare](#)'.

⁹ Appointed under section 1 of [the Economic Statistics \(Guernsey and Alderney\) Law, 2019](#).

has been advised that the availability of this data has been delayed due to IT issues.

Rates of inflation

- 3.18. The significant change in global economic conditions resulting from the conflict in the Middle East and the disruption to global supply chains for oil and gas means that rates of inflation are higher than forecast. The rate of 'core' inflation (RPIX) as at the year ending 31st March 2026 was 4.0%.
- 3.19. The current economic landscape makes inflation more difficult to forecast. However, central forecasts suggest that RPIX will increase further in the coming quarters, peaking at around 5.0% in September 2026 before reducing to around 4.0% in the first half of 2027.

4. Consultation in respect of minimum wage rates to apply from 1st October 2026

- 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 late April 2026, the President of the Committee wrote to the Policy & Resources Committee, the Committee *for* Economic Development, the main employer/industry representative organisations (which included, but was not limited to, groups representing the retail, hospitality, construction, care and finance sectors), trade unions and relevant civil society groups, seeking their views on its proposals to increase the Adult Minimum Wage Rate by 4.0% to £13.10 per hour, with effect from 1st October 2026, and to equalise the Young Persons' Minimum Wage Rate with the Adult Rate. The Committee also consulted on its proposal to increase the accommodation and meal offsets by 4.0% (i.e. RPIX). A total of 14 responses were received.
- 4.3. In respect of the proposal to increase the Adult Minimum Wage Rate by 4.0% from 1st October 2026, eight respondents expressed support, two respondents opposed it and four did not express a view.
- 4.4. The Committee *for* Economic Development supported the proposal to increase the Adult Minimum Wage Rate in line with “core” inflation (RPIX) and acknowledged, however, that it would present challenges for many businesses.
- 4.5. Respondents supporting the proposed inflation-linked increase generally considered it an appropriate response to ongoing cost-of-living pressures affecting lower-paid workers. Several respondents noted that housing, food, transport and utility costs continued to place significant pressure on

household finances and that increases in minimum wage rates were necessary to help maintain living standards. Some respondents also considered such increases to be an important component of wider workforce recruitment and retention strategies.

- 4.6. Respondents who opposed the proposed increase or expressed reservations cited concerns regarding its potential impact on businesses. These respondents noted that many employers continue to face significant cost pressures and argued that increases in minimum wage rates may contribute to higher operating costs, upward pressure on wider wage structures and increases in the prices of goods and services. Some respondents also questioned whether sufficient economic data was available to support the proposed increase.
- 4.7. Several employer and industry representative organisations noted that increases in minimum wage rates can have wider implications beyond those workers paid at the statutory minimum. These respondents indicated that employers may seek to maintain differentials between grades of staff, resulting in wage increases across broader sections of the workforce. Some respondents also suggested that businesses may respond to higher employment costs by increasing prices, reducing staffing levels or limiting recruitment.
- 4.8. In respect of the proposal to equalise the Young Persons' Minimum Wage Rate with the Adult Minimum Wage Rate, four respondents expressed support, eight respondents opposed it and two did not express a view.
- 4.9. Respondents supporting the proposal generally considered that workers undertaking the same or equivalent work should receive the same minimum wage protection irrespective of age. They also noted that younger workers often face similar living costs to older workers, including housing, transport and other essential expenses. It was also suggested that equalisation may encourage greater workforce participation amongst younger people and support financial independence.
- 4.10. The Committee *for* Economic Development strongly opposed the proposal to equalise the two rates on the basis that it considered employees at the start of their working lives would not, in general, possess the same skills or experience as their adult counterparts. It also highlighted the potential risk of reducing the availability of entry-level roles for young people.
- 4.11. Respondents opposing the proposal generally argued that younger workers often require additional supervision, training and support when entering the workforce. These respondents considered that a differential between the two rates helps to reflect these additional costs of employment and provides employers with a financial incentive to recruit and train younger workers. Several respondents expressed concern that equalisation could reduce

employment opportunities for 16- and 17-year-olds, particularly in sectors that traditionally provide entry-level roles.

- 4.12. Some respondents also highlighted operational and regulatory factors that limit the roles available to younger workers in certain sectors. These included restrictions relating to the sale of age-restricted products, health and safety requirements and safeguarding considerations. It was suggested that these factors reduce the range of duties younger workers can undertake compared with older workers and therefore it was difficult to justify equalising the rates when the level of responsibilities differed.
- 4.13. Several respondents noted that employment opportunities such as weekend, seasonal and holiday work provide valuable opportunities for younger people to gain workplace experience, develop skills and build confidence. Concern was expressed that removing the differential between the Young Persons' and Adult Minimum Wage Rates could discourage employers from offering such opportunities.
- 4.14. Some respondents also argued that age is not necessarily a reliable indicator of an individual's contribution, and that younger workers can provide valuable skills and perspectives. They maintained that workers undertaking the same or equivalent work should receive the same minimum wage protection irrespective of age.
- 4.15. Most respondents did not make use of the offsets for accommodation and meals. Among those that did, no concerns were raised regarding the proposed 4.0% increase. However, respondents in the hospitality sector raised a concern that the offset framework did not adequately reflect the real value of live-in accommodation, food and utilities.
- 4.16. The Committee *for* Economic Development supported the proposal to increase both the accommodation and meal offsets by 4.0% (i.e. RPIX) but, in light of feedback from the hospitality sector, requested that the Committee review the offsets framework ahead of any changes proposed for 2028 to ensure that it remained appropriate and cost-effective.

5. Proposed rates and offsets to apply from 1st October 2026

Minimum Wage Rates

- 5.1. Having carefully considered all relevant factors, along with the feedback received from the consultation, the Committee has prescribed by Regulation (as set out in Appendix 1 to this Policy Letter) that the Adult Minimum Wage Rate be set at £13.10 per hour. This represents an increase of 4.0%, in line with the rate of 'core' inflation (RPIX) for the year ending 31st March 2026. This level of increase is intended to ensure that the spending power of workers earning the minimum wage is maintained in real terms.

- 5.2. The current States' approved policy is that the Young Persons' Minimum Wage Rate be set at 90% of the Adult Minimum Wage Rate. In its consultation, the Committee proposed to equalise the Young Persons' Minimum Wage Rate with the Adult Minimum Wage Rate. That proposal reflected the Committee's view that workers aged 16 and 17 years undertaking the same or equivalent work as adult colleagues should, in principle, be entitled to the same minimum wage protection irrespective of age.
- 5.3. However, the consultation responses demonstrate a clear divergence of views on this proposal. The strongest opposition came from the Committee for Economic Development and employer representative organisations, which expressed concern that removing the differential could reduce employment opportunities for younger workers. In particular, these respondents highlighted the important role that the differential may play in encouraging employers to recruit, train and provide work experience opportunities to young people entering the workforce.
- 5.4. The Committee has carefully considered these concerns. While a majority of Members continues to support the principle of equalisation and remains unpersuaded that age alone should determine entitlement to a lower minimum wage, it recognises that there is a potential risk of unintended consequences if employers respond by reducing the recruitment of younger workers. The Committee is particularly mindful of the importance of preserving access to entry-level employment opportunities and supporting young people in their transition from education into work.
- 5.5. Accordingly, while maintaining its support for equalisation in principle (by majority), the Committee has decided not to proceed with this change at this time. The Committee has therefore prescribed by Regulation that the Young Persons' Minimum Wage Rate be set at £11.80 per hour (i.e. 90% of the Adult Minimum Wage Rate), with effect from 1st October 2026.
- 5.6. When more comprehensive data regarding hourly wages becomes available, the Committee may undertake a broader review of the current Minimum Wage framework. Such a review, if undertaken, could include consideration of the Jersey approach where lower rates apply for workers of any age who are undertaking an approved training programme as part of their employment.
- 5.7. Under section 31(3) of the Law, these Regulations do not have effect unless and until approved by a Resolution of the States.**
- 5.8. The Committee believes that these rates represent a reasonable balance between the interests of employees and employers.
- 5.9. It is noted that some, but by no means all, low paid workers 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

- 5.10. The maximum accommodation and meals offsets are the maximum amount that an employer is permitted to deduct from a worker's wage in compensation for providing meals and/or accommodation. These offsets were introduced to ensure that workers 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.
- 5.11. The Committee has decided to increase the maximum offsets, with effect from 1st October 2026, by 4.0% (i.e. the rate of RPIX for the year ending 31st March 2026), as set out below:
- Maximum accommodation and meals offset: £164 per week (currently £158)
 - Maximum accommodation only offset: £118 per week (currently £113)
- 5.12. 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 confirms that it has consulted with the Policy & Resources Committee, the Committee *for* Economic Development, employer/industry representative organisations, trade unions and relevant civil society groups, 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 an extremely minimal additional cost to the States of Guernsey's payroll of increasing the Young Persons' Minimum Wage Rate to £11.80 per hour. This would affect a negligible number of people (less than five) from an entire workforce of over 5,800. All other employees are currently paid more per hour than the proposed rates.
- 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 2026. 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, employment, re-employment and labour market legislation."

6.6. In particular, the proposition relates to the Committee's mandated responsibility:

"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 Ozanne who is of the view that the Young Persons' Minimum Wage rate should be set at the same level as the Adult Minimum Wage Rate.

Yours faithfully

T L Bury
President

J M Ozanne OBE
Vice-President

G M Collins
R J Le Brun
T M Rylatt

APPENDIX 1

GUERNSEY STATUTORY INSTRUMENT

2026 No.

**The Minimum Wage (Prescribed Rates and Qualifications)
(Guernsey) (Amendment) Regulations, 2026**

Made

4th June, 2026

Coming into operation

1st October, 2026

Laid before the States

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, 2009^a, 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.

^a 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, 2026, and come into force on the 1st October, 2026.

Dated this 4th day of June, 2026



T. BURY

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

£13.10 per hour.

Young Persons' Minimum Wage Rate

£11.80 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 £13.10 per hour and £11.80 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, 2026. 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.

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 2026

The President
Policy & Resources Committee
Sir Charles Frossard House
La Charroterie
St Peter Port
GY1 1FH

8th June 2026

Dear Deputy de Sausmarez

Preferred date for consideration by the States of Deliberation

In accordance with Rule 4(3) of the Rules of Procedure of the States of Deliberation and their Committees, the Committee *for* Employment & Social Security ('the Committee') requests that the Policy Letter entitled 'Amendments to Statutory Minimum Wage Arrangements to Come into Force on 1st October 2026' be scheduled for consideration at the States' meeting that is due to commence on 15th July 2026.

As the States does not meet in August, the Committee is targeting the July States meeting in order to give employers sufficient notice of the forthcoming rate changes. Given that the Policy and Resources Committee's Tax Review proposals are also scheduled to be considered at the July States meeting and that debate may last several days, the Committee requests that its Policy Letter be scheduled ahead of the Tax Review.

Yours sincerely



Tina Bury
President

Jayne Ozanne OBE
Vice-President

Garry Collins, Ross Le Brun, Tom Rylatt