



Jersey

EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

Official Consolidated Version

This is an official version of consolidated legislation compiled and issued under the authority of the Legislation (Jersey) Law 2021.

05.255.40

Showing the law from 1 January 2024 to Current



Jersey

EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

Contents

Article

1	Interpretation	3
2	The minimum wage	3
3	Pay reference period	3
3A	Monetary amounts that may be attributed to the employer's provision of benefits in kind	4
4	Records to be kept by employers	4
5	5
6	Citation	5

ENDNOTES **6**

Table of Legislation History	6
Table of Renumbered Provisions	7
Table of Endnote References	7



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 Interpretation¹

In this Order –

“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](#).

2 The minimum wage

(1) The minimum wage for an employee is an hourly rate of £11.64.²

(2) ³

(2A) ⁴

(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.⁵
- (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.⁶

3A Monetary amounts that may be attributed to the employer's provision of benefits in kind⁷

- (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 £169.98 each week or £24.28 each day.
- (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 £127.54 each week or £18.22 each day.

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) ⁸
- (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) ⁹

5 ¹⁰

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

Table of Renumbered Provisions

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

Table of Endnote References

¹ Article 1	<i>amended by R&O.39/2013, L.12/2023, R&O.93/2023</i>
² Article 2(1)	<i>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</i>
³ Article 2(2)	<i>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</i>
⁴ Article 2(2A)	<i>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</i>
⁵ Article 3(1)	<i>amended by L.12/2023</i>
⁶ Article 3(3)	<i>amended by L.12/2023</i>
⁷ Article 3A	<i>inserted by L.12/2023, substituted by R&O.93/2023</i>
⁸ Article 4(2)	<i>deleted by R&O.172/2007</i>
⁹ Article 4(6)	<i>deleted by L.12/2023</i>
¹⁰ Article 5	<i>deleted by L.12/2023</i>