



Jersey

EMPLOYMENT (MINIMUM WAGE) (JERSEY) ORDER 2007

Official Consolidated Version

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Showing the law from 1 January 2024 to Current



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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>