



Brooke Kenyon
Interim President
Council of the Chamber of Commerce

Date: 30 April 2026

By email

Dear Ms Kenyon

Consultation - Minimum Wage and Associated Rates for Implementation on 1 October 2026

As is usual at this time of year, the Committee *for* Employment & Social Security ('the Committee') is writing to organisations that represent employers and employees to seek their views on Minimum Wage Rates to apply from **1 October 2026**. Following the consultation period, the Committee will set the rates by Regulation and publish a Policy Letter in early June 2026 seeking States approval of the Regulations. The Committee will request that this Policy Letter be scheduled for consideration by the States in July 2026.

The Adult Minimum Wage rate is currently £12.60 per hour (for workers aged 18 and over including apprentices aged 18 and over) and the Young Person's Minimum Wage Rate is £11.35 per hour (for workers aged 16 and 17, except apprentices under 18). These rates came into force on 1 October 2025.

Proposed Minimum Wage Rates to apply from 1 October 2026

The current States' approved policies are that the Adult Minimum Wage Rate should equal 60% of median earnings based on a 40-hour working week and that the Young Person's Rate be set at 90% of the Adult Rate.

Regrettably, median earnings data is not currently available. In the absence of this data, the Committee is minded to increase the Adult Minimum Wage Rate by the rate of 'core' inflation (RPIX), being 4.0% for the year ending 31 March 2026, to **£13.10 per hour**. This level of increase is intended to ensure that the spending power of workers earning the Minimum Wage is maintained in real terms.

The Committee is also considering implementing a change to the current policy in respect of the level of the Young Person's Minimum Wage Rate. As noted above, the current States' approved policy is that it be set at 90% of the Adult Rate. The

Committee does not support the premise that it is acceptable to pay 16- and 17-year-olds less than adults doing the same or equivalent work. The Committee is keen to promote fair pay and is therefore minded to equalise the Young Person's Rate with the Adult Rate with effect from 1 October 2026. This would mean that all workers aged 16 and over, with the exception of apprentices aged under 18, would be entitled to the Adult Minimum Wage. The Committee notes that this broadly aligns with the position in Jersey where the Youth Minimum Wage Rate was abolished in January 2024¹.

Proposed accommodation and food offsets to apply from 1 October 2026

The Committee is also minded to increase the accommodation and food offsets by 4.0%, rounded to the nearest pound, as set out below:

- Proposed accommodation and food offset - **£164 per week** (currently £158 per week)
- Proposed accommodation only offset - **£118 per week** (currently £113 per week)

If you wish to provide feedback in respect of the above proposals, we kindly request that you do so by **Thursday 28 May 2026**. Please email your response to employmentandsocialsecurity@gov.gg, or post it to the address above.

Please note that, unless you object, the Committee intends to share responses to this consultation with the Committee *for* Economic Development.

Yours sincerely



Deputy Tina Bury
President

¹ In Jersey, there is a separate minimum wage rate for trainees, but this only applies to trainees on approved training programmes ([Minimum wage](#)). The trainee rate was also abolished in January 2024 but was reintroduced in September 2025.