

# STATES OF JERSEY



## **REVIEW THE IMPACT OF INCREASES TO THE MINIMUM WAGE ON THE RECRUITMENT AND RETENTION OF TRAINEES (P.32/2025) – CHILDREN’S RIGHTS IMPACT ASSESSMENT**

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**Presented to the States on 16th April 2025  
by Deputy M.B. Andrews of St Helier North**

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**STATES GREFFE**

## CHILDREN'S RIGHTS IMPACT ASSESSMENT (CRIA)

### PART 1: SCREENING

Name and title of Duty Bearer:	Deputy M.B. Andrews of St Helier North
Type of Duty Bearer: (Minister, Elected Member or States Assembly Body)	Elected Member
Assessment completed by (if not completed by duty bearer):	
Date:	08.04.25

<p>1) Name and brief description of the proposed decision</p> <p>The subject of your CRIA may be a proposed law, policy or proposition and in accordance with the Law is referred to in this template as the '<b>decision</b>'</p> <ul style="list-style-type: none"><li>• What is the problem or issue the decision is trying to address?</li><li>• Do children experience this problem differently from adults?</li></ul>
<p>I am lodging this proposition to review whether the increase of the minimum wage rate has implications for the recruitment and retention of trainees.</p> <p>Children and young people will not experience this problem differently from adults.</p>
<p>2) Which groups of children and young people are likely to be affected?</p> <p>Groups of children could include early years, primary or secondary education; young adults; children with additional learning needs; disabled children; children living in poverty; children from particular ethnic backgrounds; migrants; refugees; care experienced children and LGBTQ+ children</p>
<p>There will be a small number of young people who are currently employed as trainees who will be affected by this decision.</p>
<p>3) What is the likely impact of the proposed decision on children and on their rights?</p> <ul style="list-style-type: none"><li>• Identify any potential positive OR negative impacts and include indirect impacts on children and their rights as described in the UNCRC</li><li>• Will different groups of children be affected differently by this decision?</li></ul>
<p>There could be a potential reduction in per hour earnings for trainees which will much depend on whether the Jersey Employment Forum make a recommendation to reintroduce the trainee minimum wage rate. However, these young people will experience this impact in the same way that adults do.</p>
<p>4) Is a full Children's Rights Impact Assessment required?</p> <p>If you have identified impacts on children and their rights, a full CRIA should be completed. If no impacts are identified then a Full CRIA is not required, but please explain your rationale and how you reached this conclusion</p>
<p>No.</p>