

# STATES OF JERSEY



## **REVIEW OF THE IMPACT OF INCREASES TO THE MINIMUM WAGE ON THE RECRUITMENT AND RETENTION OF TRAINEES (P.32/2025): COMMENTS**

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**Presented to the States on 2nd May 2025  
by the Minister for Social Security**

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**STATES GREFFE**

## COMMENTS

Deputy Andrews' proposition requests that the Minister for Social Security should instruct the Jersey Employment Forum to review the impact of the Minimum Wage rate on the recruitment and retention of trainees and report back by September 2027.

Under Article 18(1) of the Employment Law, the next Minister for Social Security is required to commission a full review of Minimum Wage rates from the Employment Forum in order to set Minimum Wage rates for 2027. As the Employment Law continues to include three separate rates to cover a general Minimum Wage and trainee rates for year one and year two trainees, the review will include an examination of the need for changes to the trainee rates as well as the main rate. The consultation by the Forum will always include an examination of employee recruitment and retention as well as more general labour market trends.

Deputy Andrews' proposition requests that the Minister for Social Security should report to the Assembly by September 2027. The Minimum Wage rates for 2026 will be updated in April 2026 and it is likely that the 2027 rate will follow the same timing. As such, the Forum's review will be completed well before September 2027 and under Article 20(7) of the Employment Law, the Minister must present a copy of the Forum's report to the Assembly and publish the report.

It is disappointing that Deputy Andrews did not seek these simple reassurances from me in advance of submitting his proposition to the Greffe.

As the actions set out in the proposition will happen anyway, I suggest that Members support the proposition if it is taken to a vote.