

**The Minimum Wage (Prescribed Rates and Qualifications)
(Guernsey) (Amendment) Regulations, 2016**

<i>Made</i>	<i>2nd September, 2016</i>
<i>Coming into operation</i>	<i>1st January, 2017</i>
<i>Laid before the States</i>	<i>, 2016</i>

THE COMMITTEE FOR EMPLOYMENT & SOCIAL SECURITY, in exercise of the powers conferred on it by sections 1(3), 3(1) and 31 of the Minimum Wage (Guernsey) Law, 2009^a and all other powers enabling it in that behalf, hereby makes the following Regulations:-

Substitution of Schedule to principal Regulations.

1. The principal Regulations are amended by substituting, for the Schedule to those regulations, the schedule contained in the Schedule to these Regulations.

^a Order in Council No. I of 2010; as amended by Order in Council No. XIII of 2010 and Ordinance No. IX of 2016.

Interpretation.

2. (1) In these Regulations, "**the principal Regulations**" means the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) Regulations, 2012^b.

(2) The Interpretation (Guernsey) Law, 1948^c applies to the interpretation of these Regulations –

(a) in the Islands of Guernsey, Herm and Jethou, and

(b) as it applies to the interpretation of an enactment.

(3) Any reference in these Regulations to an enactment is a reference thereto as from time to time amended, re-enacted (with or without modification), extended or applied.

(4) For the avoidance of doubt, unless the context requires otherwise, an expression used in these Regulations has the same meaning as in the Minimum Wage (Guernsey) Law, 2009.

Transitional and savings provisions.

3. (1) These regulations do not have effect in relation to any worker and his work until the first day of the first pay reference period of the worker in respect of that work.

(2) For the avoidance of doubt, before the first day of the first pay reference period of the worker in respect of that work, the principal Regulations

^b G.S.I. No. 40 of 2012; as amended by G.S.I. No. 15 and No. 49 of 2014, and No. 40 of 2015.

^c Ordres en Conseil Vol. XIII, p. 355.

have effect in relation to that worker and that work as if these Regulations had not been made.

(3) In this regulation, "**the first pay reference period**", in relation to a worker and his work, means the first pay reference period of the worker, in respect of that work, beginning on or after the date specified in regulation 4 for these Regulations to come into force.

Citation and commencement.

4. These Regulations may be cited as the Minimum Wage (Prescribed Rates and Qualifications) (Guernsey) (Amendment) Regulations, 2016, and come into force on the 1st January, 2017.

Dated this 2nd day of September, 2016

M. LE CLERC

President of the Committee for Employment & Social Security

For and on behalf of the Committee

A handwritten signature in black ink, appearing to read 'MleC', with a long, sweeping underline that extends to the right.

SCHEDULE

SCHEDULE TO BE SUBSTITUTED FOR THE SCHEDULE TO THE
PRINCIPAL REGULATIONS

"SCHEDULE
MINIMUM WAGE RATES

Regulations 1(1) and 2(1)

Adult Minimum Wage Rate

£7.20 per hour.

Young Person's Minimum Wage Rate

£6.50 per hour."

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations replace the minimum wage rates for adults and young persons with the new rates of £7.20 per hour and £6.50 per hour, respectively, for the purposes of the Minimum Wage (Guernsey) Law, 2009 ("the Law").

Under section 31(3) of the Law, these Regulations do not have effect until approved by a resolution of the States. If so approved, these Regulations will come into force on the 1st January, 2017. The new rates will then take effect on and from the first day of the first pay reference period of each worker in respect of any particular work.