

Minimum Wage Review 2022/23

1. Minimum wage survey - Introduction

The Employment Forum would like to hear your views about what rates the minimum wage, the trainee rates and the maximum offsets for accommodation and food should be set at from 1 January 2023.

You can find more information about the review at www.gov.je/consult, including the background paper, prepared to accompany this consultation exercise.

Personal data provided in response to this consultation will be dealt with in accordance with our privacy notice which can be found on the website www.gov.je/employmentforum

This survey should take you around 15-20 minutes to complete.

Please respond by 30 July 2022.

1. Are you responding as (please tick whichever applies):

- Employer
- Employers' association
- Employee
- Trade Union/Staff Association
- Looking for work
- Other (please specify):

Last year, the States Assembly agreed, in Proposition [P.98/2021](#), to set the objective of raising the minimum wage to two-thirds of median earnings by the end of 2024, subject to consideration of economic conditions and the impact on competitiveness and employment of the low paid in Jersey; and to request the Employment Forum to have regard to this objective when making its recommendations on the level of the minimum wage to the Minister for Social Security. On current available figures, two-thirds of median earnings would equate to a minimum wage rate of approximately £10.50 per hour.

This is not a fixed objective that the Forum is obliged to meet. It is one of the factors which the Forum is required to take into account in making its recommendations to the Social Security Minister.

In this survey, please provide as much detail as possible about your experiences within the business you operate or work for. If you are responding on behalf of an employer organisation or a trade

union/staff association, please provide details of overall feedback from your members and any specific examples in relation to different sectors or types of business or employee.

Please include statistics and other evidence wherever possible and please give reasons for your response.

2. Questions for employers and employer organisations

It's important that the Employment Forum has as much information as possible on which to base its recommendations to the Social Security Minister. Please provide as much detail as possible about your experiences. If you are responding on behalf of a trade or employer organisation, please provide details of overall feedback from your members and any specific examples in relation to different sectors or types of business.

1. The minimum wage rate consultation cycle now follows the calendar year, from January to December. Do you think it has been helpful to businesses to alter the cycle from an April implementation date?

Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give reasons for your response

The minimum wage rate

2. To what extent do you think the minimum wage and the two trainee rates are set at the right level? Should they be lower, higher or are they about right?

	Much lower	Lower	About right	Higher	Much higher
Minimum wage (currently £9.22 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainee rate – 1st year of training (currently £6.91 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainee rate – 2nd year of training (currently £8.07 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Given the aspiration of the States Assembly to achieve a minimum wage rate equivalent to two-thirds of the median wage by the end of 2024, do you think that the right economic conditions exist for businesses to enable an increase in the minimum wage to that level in that time? (current figures would indicate an increase in the minimum wage rate of 13.8% over the next two years, or between 6% and 7% a year)

Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. When the minimum wage increases, does this have any impact on rates of pay for other employees who earn more than the minimum wage?

- Yes, always
- Yes, sometimes
- No

Please explain what you consider the impact to be, if any:

5. What has been your experience of wage growth in the past year?

6. To what extent have you or your members made any business changes in the following areas in the past year?

	Increased	Decreased	No change
Prices or tariffs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staffing levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic working hours of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic rates of pay			
Overtime hours, or overtime rates of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Annual holiday entitlement for staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff benefits and/or perks (e.g. parking, meals)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mechanisation of processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business efficiencies / productivity improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Have you or your members' businesses made any of the following changes in the past year?

	Yes	No
Redundancies	<input type="checkbox"/>	<input type="checkbox"/>
Changes to increase generosity of other terms and conditions of employment	<input type="checkbox"/>	<input type="checkbox"/>
Changes to reduce generosity of other terms and conditions of employment		
Restricted recruitment	<input type="checkbox"/>	<input type="checkbox"/>
Restructured the business to expand its operations	<input type="checkbox"/>	<input type="checkbox"/>
Restructured the business to contract its operations		
Reprioritised key business initiatives and/or projects to expand investment	<input type="checkbox"/>	<input type="checkbox"/>
Reprioritised key business initiatives and/or projects to reduce investment	<input type="checkbox"/>	

Please provide details of the business reasons for these changes. Did wage levels play any part in the decision-making?

8. Do you or your members currently pay any employees £9.22 per hour or less?

Yes

No

If yes, please give a summary of the type of proportion of workers paid at this level

9. Have you or your members taken any specific business measures to adjust to the 10.8% increase in the minimum wage in 2022?

Yes

No

Not relevant

If yes, please describe those measures

10. Have you or your members taken any specific business measures to adjust to implementing a minimum wage increase from 1 January each year?

Yes

No

Not relevant

If yes, please describe those measures

12. If the minimum wage was increased in 2023, for example by 6-7%, please tell us how you or your members' businesses operating in Jersey might respond to such an increase?

5. Questions for employees, trade unions, staff associations and other non-employer/individuals/groups

It's important that the Employment Forum has as much information as possible on which to base its recommendations to the Social Security Minister. Please provide as much detail as possible about your experiences. If you are responding on behalf of a trade union or staff association, please provide details of overall feedback from your members and any specific examples in relation to different sectors or types of business or employee.

Minimum wage rates

13. To what extent do you think the minimum wage and the two trainee rates are set at the right level? Should they be lower, higher or are they about right?

	Much lower	Lower	About right	Higher	Much higher
Minimum wage (currently £9.22 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainee rate – 1st year of training (currently £6.91 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainee rate – 2nd year of training (currently £8.07 per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Given the aspiration of the States Assembly to achieve a minimum wage rate equivalent to two-thirds of the median wage by the end of 2024, do you think that the right economic conditions exist for the business you work for to enable an increase in the minimum wage to that level in that time? (current figures would indicate an increase in the minimum wage rate of 13.8% over the next two years, or between 6% and 7% a year)

Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What has been your experience of wage growth in the past year?

15. Do you or any of your members currently earn £9.22 per hour or less?

- Yes
- No

If yes, please give a summary of the type of proportion of workers paid at this level

16. To what extent have you or your members experienced any of the following changes in the past year?

	Increased	Decreased	No change
Basic working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic rate of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overtime hours or overtime rates of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Annual holiday entitlement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits and/or perks (e.g. parking, meals)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Have you or your members experienced any of the following changes in the past year?

	Yes	No
Redundancy	<input type="checkbox"/>	<input type="checkbox"/>
Changes to increase generosity of other terms and conditions of employment	<input type="checkbox"/>	<input type="checkbox"/>
Changes to reduce generosity of other terms and conditions of employment	<input type="checkbox"/>	<input type="checkbox"/>
Restructuring of the employer's business to expand its operations	<input type="checkbox"/>	<input type="checkbox"/>
Restructuring of the employer's business to contract its operations	<input type="checkbox"/>	<input type="checkbox"/>

Please explain how any changes identified in questions 16 or 17 have affected you (or your members):

18. Are you aware of any changes that your employer made during 2022 to help the business adjust to implementing a 10.8% increase in the minimum wage in 2022?

- Yes
- No
- Don't know
- Not relevant

If yes, please describe those measures and how they affected you.

6. Employment benefits - accommodation and meals

Questions for employers and employer organisations

Using an “offset”, an employer may deduct a sum from the employee’s wages in return for accommodation, or accommodation with meals.

Currently an employer may offset against minimum wage pay a maximum of:

- £121.46 per week where both accommodation and meals are provided, or
- £91.12 where staff accommodation is provided without meals

For the following questions, please provide as much detail as possible about the experiences of your business. Again, if you are responding on behalf of an employer organisation, please provide details of overall feedback from your members and any specific examples in relation to different sectors or types of business or employee.

7. Accommodation and meals

19. Do you (or your members) currently provide either accommodation, or accommodation with meals, to any of your staff?

- Yes
- No

8. Using the offsets – employers and employer organisations

20. Do you (or your members) currently offset a sum for accommodation, or accommodation with meals, against minimum wage pay?

- Yes, the maximum
- Yes, less than the maximum
- No offset against pay

21. If you (or your members) do not deduct the maximum offset against minimum wage pay, please tell us why

22. Have you (or your members) changed the way that you use the offsets in 2022 compared to previous years?

- Yes
- No

If yes, please explain what changes you have made

23. To what extent do you think the maximum offsets for food and accommodation are set at the right levels? Should they be lower, higher or are they about right?

	Much lower	Lower	About right	Higher	Much higher
Accommodation & meals – maximum offset against minimum wage (currently £121.46 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation alone – maximum offset against minimum wage (currently £91.12 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation & meals – maximum offset against trainee rates (currently £91.10 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation alone – maximum offset against trainee rates (currently £68.34 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Do you have any other comments about the offsets for accommodation and meals?

9. Use of offsets – employees’/trade union/employee representative organisations’ responses

Using an “offset”, an employer may deduct a sum from the employee’s wages in return for accommodation, or accommodation with meals.

Currently an employer may offset against minimum wage pay a maximum of:

- £121.46 per week where both accommodation and meals are provided, or

- £91.12 where staff accommodation is provided without meals

For the following questions, please provide as much detail as possible about your experiences. If you are responding on behalf of an employee organisation or trade union, please provide details of overall feedback from your members and any specific examples in relation to different sectors or types of business or employee.

25. Are you (or your members) currently provided with either accommodation, or accommodation with meals as part of your contract of employment?

Yes

No

26. If this is the case, does your employer currently offset a sum for your accommodation, or accommodation with meals, against your minimum wage pay? If so, is it:

The maximum

Less than the maximum

My employer does not offset against my pay

22. Have you (or your members) noticed any changes in the way that offsets are being used in 2022 compared to previous years?

Yes

No

If yes, please explain the changes you have noticed

27. To what extent do you think the maximum offsets for food and accommodation are set at the right levels? Should they be lower, higher or are they about right?

	Much lower	Lower	About right	Higher	Much higher
Accommodation & meals – maximum offset against minimum wage (currently £121.46 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation alone – maximum offset against minimum wage (currently £91.12 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation & meals – maximum offset against trainee rates (currently £91.10 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation alone – maximum offset against trainee rates (currently £68.34 per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

Much lower Lower About right Higher Much higher

28. Do you have any other comments about the offsets for accommodation and meals?

10. Any other comments – all groups and individuals

29. Are there any other issues relating to the minimum wage that you would like the Forum to take into account in their review?

11. Questions about you

30. How did you hear about this survey?

- Direct from the Employment Forum
- www.gov.je
- Social Security flyer
- Media (e.g. newspaper, TV, radio)
- Social media
- JACS email
- Other (please specify):

31. What is the size of your business or the business you work in?

- Sole trader
- 1 to 10 employees
- 11 to 50 employees
- 51 + employees
- Not relevant

32. Please specify your employment sector, if relevant.

- Agriculture
- Construction
- Electricity, gas and water
- Financial services
- Manufacturing
- Hotels, restaurants and bars
- Public sector
- Wholesale and retail
- Transport, storage and communications
- Other (please specify):

How we will use your information

Personal data provided in response to this consultation will be dealt with in accordance with our privacy notice which can be found on the website at www.gov.je/employmentforum

33. Do you give your permission for the Forum to quote your comments?

- Yes, anonymously
- Yes, attributed to me
- No

34. If your comments are to be quoted, to whom should they be attributed?

If you have any additional information that you would like to submit to the Forum to help with this consultation, please email this to Nic Turner, Secretary to the Employment Forum at n.turner@gov.je

if you would like to make a presentation to the Forum, please contact Nic Turner for further details.

Thank you for taking the time to complete this survey.