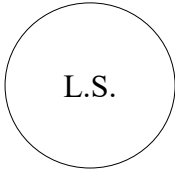


ST HELENA



EMPLOYMENT RIGHTS ORDINANCE, 2010

DETERMINATION OF MINIMUM WAGE

In exercise of the powers conferred by section 11 of the Employment Rights Ordinance, 2010, the Governor on the advice of the Executive Council issues the following Notice:

Citation

1. This Notice may be cited as the Determination of Minimum Wage Notice, 2026.

Minimum Wage

2. The following hourly rate is the minimum wage rate payable to employees for the pay reference period commencing 1 July 2026 until further notice—
 - (a) £4.85 per hour for a person aged 18 years and older, and
 - (b) £3.83 per hour for a person under the age of 18 years.

Exclusions and Modifications

3. The prescribed minimum wage rate does not apply to—
 - (a) an employee whose work is substantially undertaken outside St Helena under the terms of their contract of employment;
 - (b) a person participating in a scheme designed to provide work experience;
 - (c) a payment made under a pension scheme or by way of a gratuity or redundancy payment;
 - (d) a payment made under a court order unless such order is made in connection with payment of the minimum wage.

Dated this 30th day of March 2026.

Nigel Phillips CBE
Governor

EXPLANATORY NOTE
(This note is not part of the Notice)

This Notice prescribes the minimum wage in effect from 1 July 2026, and the Notice will remain in effect until a subsequent notice is published.