



Minimum Wage

APPROVED

What has been approved?



**St Helena
Government**

On 30 March 2021, Executive Council approved an increase to the Minimum Wage and a new Minimum Wage Policy that sets out the principles for establishing a longer-term path to a more ambitious Minimum Wage that will benefit workers and provide time for businesses to plan and adapt.

Workers 18+ years old

Workers 16-17 years old

+ 7p per hour

£3.25

£2.30

Minimum wage will take effect on **1 July 2021**

During Consultation...

During consultation, participants identified key issues the Employment Rights Committee will take into account when setting a target Minimum Wage and timetable for achieving that target:



How to ensure increased childcare costs do not adversely affect working families



Whether the tax threshold (currently £7,000) should be changed to ensure people are benefitting from increased income



How IRB will be set relative to the Minimum Wage



How to ensure affordable housing is available for working families



What the timing will be for resumption of commercial air travel and global control of COVID-19



What the effect of Minimum Wage increases will be for individuals in positions currently making more than the Minimum Wage

What happens next?

In the coming months, the Employment Rights Committee will engage with employers, employees and other relevant stakeholders like charities to gather information that will inform a target Minimum Wage and proposed timetable for achieving that target over the next 3-7 years. These discussions will focus on identifying potential economic impacts including changes to business operations, prices, levels of employment and consumer spending.

A timetable for achieving the target minimum wage will be approved and published by the end of 2021, to commence implementation from

1 April 2022.

Any business owner or other member of the public who is interested in participating in this process should contact Senior Economist Amanda Curry Brown at Amanda.Brown@sainthelena.gov or **22470**.