

The National Minimum Wage

What is the National Minimum Wage?

The National Minimum Wage is a minimum hourly rate of pay which a worker's pay must not fall below. It became statute on 1st April 1999 to prevent excessively low pay to workers as well as setting a minimum benchmark for employers. It is a legal right which applies to almost all UK workers.

What are the rates of the National Minimum Wage?

The current rates are:

- £6.50 an hour for workers aged 21 and over
- £5.13 per hour for those aged 18 to 20 (Youth Development Rate)
- £3.79 per hour for those aged 16 to 17
- £2.73 an hour for apprentices under 19 or in the first year of their apprenticeship
- £5.08 per day for accommodation offset

If a worker suspects that their employer is not paying them the National Minimum Wage they can make a

complaint about their employer to the HMRC. The HMRC is responsible for enforcing the National Minimum Wage and as well as responding to complaints received by workers they also conduct ad hoc visits to employers to ensure compliance of the National Minimum Wage to workers.

Who is eligible for the National Minimum Wage?

The National Minimum Wage applies to adult workers that are:

- Working legally in the UK
- Not genuinely self-employed
- Have a written, oral or implied contract

The above information is not intended to be a complete or definitive statement of the law. For more information or advice please contact our Employment Law team.