

Part of

Employ someone: step by step (<https://www.gov.uk/employ-someone>)

National Minimum Wage and National Living Wage rates

The hourly rate for the minimum wage depends on your age and whether you're an apprentice.

This page is also available in Welsh (Cymraeg) (<https://www.gov.uk/cyfraddau-isafswm-cyflog-cenedlaethol>).

You must be at least:

- school leaving age (<https://www.gov.uk/know-when-you-can-leave-school>) to get the National Minimum Wage
- aged 23 to get the National Living Wage - the minimum wage will still apply for workers aged 22 and under

Current rates

These rates are for the National Living Wage (for those aged 23 and over) and the National Minimum Wage (for those of at least school leaving age). The rates change on 1 April every year.

	23 and over	21 to 22	18 to 20	Under 18	Apprentice
April 2021	£8.91	£8.36	£6.56	£4.62	£4.30

Apprentices

Apprentices (<https://www.gov.uk/apprenticeships-guide>) are entitled to the apprentice rate if they're either:

- aged under 19
- aged 19 or over and in the first year of their apprenticeship

Example An apprentice aged 21 in the first year of their apprenticeship is entitled to a minimum hourly rate of £4.30.

Apprentices are entitled to the minimum wage for their age if they both:

- are aged 19 or over
- have completed the first year of their apprenticeship

Example An apprentice aged 21 who has completed the first year of their apprenticeship is entitled to a minimum hourly rate of £8.36.

Previous rates

The following rates were for the National Living Wage (previously for those aged 25 and over) and the National Minimum Wage (for those of at least school leaving age) from April 2016.

From 1 April 2021 the National Living Wage was extended to 23 and 24 year olds.

	25 and over	21 to 24	18 to 20	Under 18	Apprentice
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	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2020 to March 2021	£8.72	£8.20	£6.45	£4.55	£4.15
April 2019 to March 2020	£8.21	£7.70	£6.15	£4.35	£3.90
April 2018 to March 2019	£7.83	£7.38	£5.90	£4.20	£3.70
April 2017 to March 2018	£7.50	£7.05	£5.60	£4.05	£3.50
October 2016 to March 2017	£7.20	£6.95	£5.55	£4.00	£3.40
April 2016 to September 2016	£7.20	£6.70	£5.30	£3.87	£3.30

Rates before April 2016

The following rates were for the National Minimum Wage before the National Living Wage was introduced. The rates were usually updated every October.

	21 and over	18 to 20	Under 18	Apprentice
2015	£6.70	£5.30	£3.87	£3.30
2014	£6.50	£5.13	£3.79	£2.73
2013	£6.31	£5.03	£3.72	£2.68
2012	£6.19	£4.98	£3.68	£2.65

Who gets the minimum wage

Read the information on who is entitled to the minimum wage (<https://www.gov.uk/national-minimum-wage/who-gets-the-minimum-wage>).

You can use the minimum wage calculator (<https://www.gov.uk/am-i-getting-minimum-wage>) to check whether the National Minimum Wage or National Living Wage is being paid.

Contact Acas (<https://www.gov.uk/pay-and-work-rights-helpline>) if you're not getting the National Minimum Wage and think you should be.

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