

**Important National Minimum Wage Update**

**National Minimum Wage and National Living Wage Rates Increase April 2019**

The hourly rate for the minimum wage depends on age and whether your employee is an apprentice.

They must be at least:

* [school leaving age](https://www.gov.uk/know-when-you-can-leave-school) to get the National Minimum Wage
* aged 25 to get the National Living Wage - the minimum wage will still apply for workers aged 24 and under

**Current rates**These rates are for the National Living Wage and the National Minimum Wage. The rates change every April.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **25 and over** | **21 to 24** | **18 to 20** | **Under 18** | **Apprentice** |
| April 2018 (current rate) | £7.83 | £7.38 | £5.90 | £4.20 | £3.70 |
| **April 2019** | **£8.21** | **£7.70** | **£6.15** | **£4.35** | **£3.90** |

**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 22 in the first year of their apprenticeship is entitled to a minimum hourly rate of £3.70.

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

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

Example: An apprentice aged 22 who has completed the first year of their apprenticeship is entitled to a minimum hourly rate of £7.38.

**\*Please note**, we will endeavor to assess all your workers but it is your responsibility to review and approve any increase we make in accordance with the NMW/NLW.