

National Minimum Wage

The National Minimum Wage is a legal right, which covers almost all workers in the UK. It became law on 1st April 1999.



The National Minimum Wage from 1st October 2011 is:

18 – 20 years old £4.98 per hour

21+ years old £6.08 per hour

16 – 17 years old £3.68 per hour

Almost everyone has the right to the national minimum wage. This includes temporary, part-time, casual workers, home workers, piece workers and people from countries other than the UK.

From October 2009 any tips that you receive at work must be extra on top of the minimum wage.

Your employer cannot take money for things like equipment, protective clothing or uniforms out of your pay if that makes it less than the minimum wage.

The National Minimum Wage usually changes each year, in October.

Exceptions to the Minimum Wage

Some people do not have to be paid the national minimum wage, for instance some apprentices and students on a work placements forming part of a UK higher or further education course if the work placement is for less than 1 year.

Employers can also take up to £31.57 a week out of your minimum wage pay for accommodation. This is called the 'accommodation offset'.

People working within agricultural jobs may have different minimum wage rates; these are generally they must be paid at least £5.81 per hour even if you only do the work part-time, seasonal, casual or piecework.

Are You Getting the National Minimum Wage?

You should get a payslip showing what you are paid. It should show you how much is taken out, for example tax and national insurance contributions. However not all payslips are clear and some money does not counts – such as expenses, or you may not get a set amount each hour.

If you are in doubt that you are getting the National Minimum Wage contact the Jobshop or you can call the Pay and Work Rights Helpline on 0800 917 2368 or you can submit a general enquiry fork in writing by using an on-line form at www.directgov.gov.uk/payandworkrights you can also make complaints through the helpline and website.