

# Apprenticeship National Minimum Wage Rate FACT SHEET

From 1st April 2017 the National Minimum Wage rates increased to:

- £3.50 an hour for apprentices in the first year of their apprenticeship, or apprentices who are younger than 19. All other apprentices should be paid the relevant National Minimum Wage or National Living Wage rate.
- £7.05 an hour for 21-24 year olds
- £5.60 an hour for 18-20 year olds
- £4.05 an hour for 16-17 year olds
- £7.50 an hour for 25 year olds and over which is the National Living Wage rate



Employers who fail to pay the correct rates will have to pay their apprentices and other workers back the money they are owed immediately. In addition, employers may be subject to a financial penalty of up to £20,000 per worker and the firm could be named in public.

### You can help to ensure apprentices get the correct wages by taking these simple steps:

1. Make sure your apprentice vacancy adverts show the correct apprentice rates and hours of work.
2. Check your apprentices' pay against the information above.
3. Make sure that any deductions made from apprentices' pay do not take the pay below the minimum wage. Click here for more information about deductions.  
<https://www.gov.uk/national-minimum-wage/employers-and-the-minimum-wage>
4. If, as part of your checks, any employer finds they have made errors they should take the appropriate payroll action immediately. Find useful guidance in HMRC's tutorials about how to do this.



### Further help and advice

A number of tools to help you are available on the [employers' National Minimum Wage](#) page.

<https://www.gov.uk/pay-and-work-rights>

Acas offer a free and confidential helpline for National Minimum Wage enquiries

**Telephone: 0300 123 1100**

**Monday to Friday: 8am to 8pm and Saturday: 9am – 1pm**