

National Minimum Wage 2023

The UK National Minimum wage is the minimum pay per hour a UK business can legally pay an employee from April 2023. The Government review and establish this wage every year to ensure that workers receive a wage that covers the basic living costs.

The increase in April 2023 represents an increase of 9.7% bringing the pay of millions up to £10.42 per hour, see table below:

Age	Minimum Rate from April 2023	Minimum Rate from April 2022	Percentage Increase
23 and Over	£10.42	£9.50	9.7%
21 to 22	£10.18	£9.18	10.9%
18 to 20	£7.49	£6.83	9.7%
16 to 17	£5.28	£4.81	9.7%
Apprentice	£5.28	£4.81	9.7%
Accommodation Offset	£9.10	£8.70	4.6%

The minimum wage rates apply to all UK workers even if they are not paid by the hour, so you must ensure this is calculated carefully.

The minimum wage does not apply to workers who are self-employed, company directors, unpaid volunteers and family members who live in the home of the employer and do household chores.

Rules for Apprentice Pay

Apprentices are entitled to the apprentice rate if they are either

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

Example

An apprentice aged 21 in the first year of their apprenticeship are entitled to a minimum hourly rate of £5.28

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

- 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 £10.18

