

## National Minimum and National Living Wage Rates From 1<sup>st</sup> April 2020

The National Minimum Wage (NMW) is the minimum pay per hour that most workers under the age of 25 are entitled to by law, it was £3.60 per hour when it was introduced in 1999.

The Government's National Living Wage (NLW) is the equivalent rate for most workers aged 25 and over. Both rates normally increase in April each year. The hourly rates and annual salary equivalents that are effective from 1st April 2020 are detailed in this table:

<b>National Living / National Minimum Wage Rates from 1st April 2020</b>					
<b>Age of Workers</b>	<b>Rate from 1st April 2020 (per hour)</b>	<b>NMW Ave Salary (37.5 hours / week)</b>	<b>NMW Ave Salary (40 hours / week)</b>	<b>Previous rate (to 31st March 2020)</b>	<b>% Hourly Rate Increase</b>
<b>25 and Over</b>	<b>£8.72</b>	<b>£17,050.76</b>	<b>£18,187.48</b>	<b>£8.21</b>	<b>6.2%</b>
<b>21 - 24</b>	<b>£8.20</b>	<b>£16,033.97</b>	<b>£17,102.90</b>	<b>£7.70</b>	<b>6.5%</b>
<b>18 - 20</b>	<b>£6.45</b>	<b>£12,612.09</b>	<b>£13,452.89</b>	<b>£6.15</b>	<b>4.9%</b>
<b>Aged under 18</b>	<b>£4.55</b>	<b>£8,896.90</b>	<b>£9,490.03</b>	<b>£4.35</b>	<b>4.6%</b>
<b>Apprentice</b>	<b>£4.15</b>	<b>£8,114.75</b>	<b>£8,655.74</b>	<b>£3.90</b>	<b>6.4%</b>

**Providing HR support to small businesses throughout the Coronavirus crisis**