

CHARTERGATES FACT SHEET: NATIONAL MINIMUM WAGE AND NATIONAL LIVING WAGE RATES

Effective from April 2023

National Living Wage (23 and over)	Adult Rate (21 – 22 years old)	Development Rate (18 – 20 years old)	Young Workers Rate (Aged under 18)	Apprenticeship Rate (Apprentices aged under 19 or aged over 19 but in the first year of their apprenticeship)
£10.42	£10.18	£7.49	£5.28	£5.28
Increase of 92 pence	Increase of 100 pence	Increase of 66 pence	Increase of 47 pence	Increase of 47 pence

Previous Rates

The following rates were for the National Living Wage and the National Minimum Wage. The National Living Wage came into effect on 1 April 2016 and was mandatory for workers aged 25 and over until April 2021. From the 2021/22 tax year, the National Living Wage became mandatory for workers aged 23 and over. The National Minimum Wage applies for those of at least school leaving age.

Year	National Living Wage (23 and over)	Adult Rate (21 – 22 years old)	Development Rate (18 – 20 years old)	Young Workers Rate (Aged under 18)	Apprenticeship Rate (Apprentices aged under 19 or aged over 19 but in the first year of their apprenticeship)
April 2022 – March 2023	£9.50	£9.18	£6.83	£4.81	£4.81
April 2021 – March 2022	£8.91	£8.36	£6.56	£4.62	£4.30

Year	National Living Wage (25 and over)	Adult Rate (21 – 24 years old)	Development Rate (18 – 20 years old)	Young Workers Rate (Aged under 18)	Apprenticeship Rate (Apprentices aged under 19 or aged over 19 but in the first year of their apprenticeship)
April 2020 – March 2021	£8.72	£8.20	£6.45	£4.55	£4.15
April 2019 – March 2020	£8.21	£7.70	£6.15	£4.35	£3.90
April 2018 – March 2019	£7.83	£7.38	£5.90	£4.20	£3.70

April 2017 – March 2018	£7.50	£7.05	£5.60	£4.05	£3.50
Oct 2016 – March 2017	£7.20	£6.95	£5.55	£4.00	£3.40
April 2016 – Sept 2016	£7.20	£6.70	£5.30	£3.87	£3.30

Rates before April 2016

The following rates were for the National Minimum Wage only before the National Living Wage was introduced.

Year	Adult Rate <i>(21 and older)</i>	Development Rate <i>(18 – 20 years old)</i>	Young Workers Rate <i>(Aged under 18)</i>	Apprenticeship Rate <i>(Apprentices aged under 19 or aged over 19 but in the first year of their apprenticeship)</i>
2015	£6.70	£5.30	£3.87	£3.30
2014	£6.50	£5.13	£3.79	£2.73
2013	£6.31	£5.03	£3.72	£2.68
2012	£6.19	£4.98	£3.68	£2.65

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