

SeavorChartered

National Minimum Wage Rates – April 2024

The National Minimum Wage (NMW) is the minimum pay per hour almost all workers are entitled to by law. With effect from 1 April 2024, the National Minimum Wage rates will increase to the following:

Category of Worker	Hourly Rate
21 years and above (National Living Wage)	£11.44
18 to 20 years inclusive	£8.60
16 to 17 years inclusive	£6.40
Apprentices*	£6.40

*Apprentices.

For all apprentices under 19 years, £6.40 per hour will apply.

For apprentices over 19 years, £6.40 per hour will apply, for their first year only.

When the apprentice moves into their second year of the apprenticeship scheme, the NMW for their age bracket will apply, not the apprentice rate of pay.

Director Tax Efficient Salaries – April 2024

- Where directors are currently paid £12,570 per annum, this will remain tax efficient.
- Where directors are currently paid £9,100 per annum, this will remain tax efficient.

Please note the above rates are correct at the date of publication 21 November 2023, however, are subject to change. SeavorChartered bears no responsibility for any loss tax or otherwise from the use of information with this document. If in doubt please seek professional advice.

FAQS

SeavorChartered process my payroll, will the new National Minimum Wage rate and Director Salary Increases be automatically applied to my payroll?

To ensure you are fully compliant with payroll legislation, where an employee is currently paid below the new NMW rate, we will automatically increase your employees' hourly rate of pay to the minimum legislative requirement. We will ensure directors are paid a Tax Efficient Salary.

When will the new rates be applied to my payroll?

The new NMW rates apply when the 1 April 2024 falls into your 'pay reference period'.

Your pay reference period is the period that your employees worked the hours in which you are paying them for.

For example, on Friday 12 April 2024, you are paying your employees for the hours worked during Monday 1 April 2024 to Sunday 7 April 2024. This week is your pay reference period. As the 1 April 2024 falls within this period, the new NMW rates will apply from this week.

Tax efficient director salaries will be actioned from 6 April 2024.