



Top Tips: Avoiding National Minimum Wage Naming & Shaming

01 Be Aware of Dates, Age of Workers and Length of Service

National Minimum Wage (NMW) rates increase every April and apply to everyone who earns the minimum wage, or just above. However, workers must also receive the appropriate increase when they reach a different age band. In addition, apprentice pay changes according to length of service.



9000+

Total number of employers named and shamed for failing to pay NMW

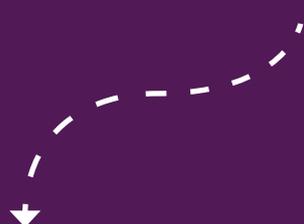


£10.8m

Total underpayments to repay to workers

02 Know Who is Eligible

Zero hours workers, foreign nationals, college students helping out at weekends and senior citizens are all eligible for NMW. The number of hours worked per week makes no difference.



03 Understand the Impact of Wage Deductions

Employers have recently been caught out when deducting wages from workers to pay for their uniforms. Where this deduction takes pay below the NMW, employers are breaking the law. Some deductions, like tax and NI, are treated differently.



£8.4m

Total fines to pay to Government

04 Be Clear on What Time is 'Working Time'

Time spent travelling is working time in some situations, so will attract NMW. There has been debate recently on whether workers are entitled to the NMW during sleep-in night shifts, the current ruling says that they are not, but this could be contested. Employees working non-sleeping night shifts are entitled to NMW.



90,000+

Total number of workers underpaid



600,000
Since April 2018

Number of visits to Govt website aimed at raising awareness of NMW amongst workers

05 Keep an Eye on Overtime

Not properly recording all hours worked may mean that the odd hour of overtime slips through your net and results in average pay for every hour worked by the worker falling below NMW.



£26.3m

Govt spend on NMW enforcement for 2018/2019