

Like every type of job in the UK, apprenticeships are governed by a national minimum wage. However, apprentice wages in the UK are also dependent on a few factors: This includes age and how much of the apprenticeship is completed. **Refer to the table below for a full list of pay scales, depending on age and experience.**

Wage Band	Age & Apprenticeship Stage 13- month duration	Apprentice Wage (per hour)	Week (Based on 35hrs week over 40 weeks)	Monthly	Annual Salary *	13- month duration Approx.
	FIRST YEAR					Annualised Salary
Band A	16 years plus	£4.30	£129	£559	£6,708.00	£7,267.00 (£6,708.00 + £559.00)
	SECOND YEAR					Annualised Salary
Band B	Aged 17 (in second year of Apprenticeship)	£4.62	£138.60	£600.60	£7,207.20	£7,807.80 (£7,207.20 + £600.60)
	SECOND YEAR					Annualised Salary
Band C	Aged 18-20 (in second year of an apprenticeship)	£6.56	£229.60	£828.47	£9,941.68	£10,770.15 (£9,941.68 + £828.47)
Band D	Aged 21-22 (in second year of Apprenticeship)	£8.36	£292.60	£1,055.80	£12,669.58	£13,725.38 (£12,669.58 + £1,055.80)
Band E	Aged 23+ (in second year of Apprenticeship)	£8.91	£311.85	£1,125.26	£13,503.11	£14,628.37 (£13,503.11 + £1,125.26)

Example (1) : Under 19 (or in the first year of an apprenticeship) If under 19 (or over 19 but in their first year of an apprenticeship) they are entitled to the national minimum wage for apprentices – £4.30. This means their first year apprentice wage **must be equal at least £4.30** (per hour) in order to comply with the law.

Example (2): Aged 19 (or older) and on the second year (or more) of an apprenticeship Once they are 19 or older and in the second year of an apprenticeship pay switches over to now be governed by the [national minimum wage](#).

In Summary: Rates from 1 April 2021 ~These rates are for the National Living Wage (for those aged 23 and over) and the National Minimum Wage (for those of at least school leaving age)

	23 and over	21 to 22	18 to 20	Under 18	Apprentice
April 2021 (new rate)	£8.91	£8.36	£6.56	£4.62	£4.30

* Pro Rata Salary Annual; Hourly wage x 35 hrs x 43.3 weeks worked (inclusive of holiday pay)

Auto-enrolment for pensions; From age 22yrs+ to retirement age **and** earning more than £10,000