

## INFORMATION NOTE

### Changes to Subminimum Rates under the National Minimum Wage Act 2000

The Employment (Miscellaneous Provisions) Act 2018 was signed into law by President Higgins on Christmas Day 2018. The Act makes provision for the abolition of training rates and the change to age-related subminimum rates under the National Minimum Wage Acts.

These amendments to the National Minimum Wage Acts were made on foot of recommendations received from the Low Pay Commission.

It is envisioned that these amendments will be commenced early March 2019.

The following table shows the new rates which will come into effect;

#### **Hourly Rates of Pay (National Minimum Wage Acts, 2000 & 2015)**

<b>Category of employee</b>	<b>Hourly Rate as of 1 January 2019</b>	<b>Category of Employee (March 2019)</b>	<b>Hourly Rate (Age related from March 2019)</b>
Experienced Adult Worker	€9.80	Experienced Adult Worker	€9.80
Under 18 years	€6.86	Under 18	€6.86
In the first year after the date of first employment over 18 years	€7.84	Aged 18	€7.84
In the second year after the date of first employment over 18 years	€8.82	Aged 19	€8.82
<b>*Training Rates</b>		<b>From March 2019 Training rates will be abolished.</b>	
First one third period	€7.35		
Second one third period	€7.84		
Third one third period	€8.82		

*\*In the course of training or study undertaken in normal working hours over 18 years.*

*Each one third period must be at least 1 month and no longer than 12 months*