

Fact sheet: Minimum wage rates

Minimum Wage Rates

New Zealand's minimum wage rates set remuneration rates for workers within the ranges of an 8-hour day, a 40-hour week or an 80-hour fortnight. It is the basis of pay that's important, not the frequency of payment. The pay of a salaried worker must comply, as a minimum, with the requirements for workers paid on a fortnightly basis.

The minimum adult wage rate for a worker 16 years or older who is not a starting-out worker or trainee is \$22.70 per hour from 1 April 2023.

Starting-out rates and the training wage continue to be at 80% of the minimum wage, \$18.16 per hour. There is no minimum wage rate for youths under the age of 16 years.

Starting-out

The starting-out minimum wage is \$18.16 per hour.

It provides for eligible 16- to 19-year-olds to be paid no less than 80% of the adult minimum wage. It applies to:

- 16- and 17-year-old employees who have not yet completed six months of continuous employment with their current employer and are not involved in supervising or training other workers
- 18- and 19-year-olds entering the workforce after six months or more on a benefit. Once they have completed six months' continuous employment with a single employer, they will no longer be a starting-out worker, and must be paid at least the adult minimum wage rate
- 16- to 19-year-old employees required by their employment agreement to undertake industry training for at least 40 credits a year to become qualified in relation to their employment.

Minimum training wage

The minimum training wage rate is \$18.16 per hour. This rate applies to workers aged 20 years or over who are doing recognised industry training involving at least 60 credits a year and who are not involved in supervising or training other workers.

Keep in mind

It's a legal requirement that you keep wage and time records and that your records are sufficient to show you have complied with minimum requirements such as minimum wage.

If you have queries about minimum wage requirements and how they affect your business, please contact us.

Last reviewed on 9 March 2023

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