

## What is the National Minimum Wage?

The National Minimum Wage Act 2000 provides that the minimum wage rate for an experienced adult employee from 1 July 2007 is **€8.65** an hour, (was €8.30). An experienced adult employee for the purposes of the National Minimum Wage Act is an employee who has an employment of any kind in any 2 years over the age of 18. (See also "Rates" section below).

Of course the national minimum wage (NMW) does not stop an employer from offering a higher wage.

### *Rates*

From 1 July 2007 the national minimum wage for experienced adult employees and the sub-minimum rates for young people and certain trainees are as follows:

Employee	Minimum hourly rate of pay	% of minimum wage
Experienced adult worker	€8.65	100%
Aged under 18	€6.06	70%
First year from date of first employment aged over 18	€6.92	80%
Second year from date of first employment aged over 18	€7.79	90%
Employee aged over 18, in structured training during working hours		
1st one third period	€6.49	75%
2nd one third period	€6.92	80%
3rd one third period	€7.79	90%