

---

STATUTORY INSTRUMENTS

---

**2015 No. 621**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The National Minimum Wage Regulations 2015**

*Made* - - - - - *9th March 2015*

*Coming into force* *6th April 2015*

**THE NATIONAL MINIMUM WAGE REGULATIONS 2015**

PART 1

1. Citation and commencement
2. Revocations
3. General interpretative provisions

PART 2

4. National minimum wage rates
5. Determining whether the apprenticeship rate applies
6. Pay reference period

PART 3

7. Calculation to determine whether the national minimum wage has been paid

PART 4

8. Remuneration in a pay reference period

CHAPTER 1

9. Payments as respects the pay reference period
10. Payments and benefits in kind which do not form part of a worker's remuneration

*Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.*

## CHAPTER 2

11. Determining the reductions which reduce the worker's remuneration
12. Deductions or payments for the employer's own use and benefit
13. Deductions or payments as respects a worker's expenditure
14. Deductions or payments as respects living accommodation
15. Deductions or payments as respects living accommodation adjusted for absences

## CHAPTER 3

16. Amount for provision of living accommodation

### PART 5

## CHAPTER 1

17. Hours of work for determining whether the national minimum wage has been paid
18. Hours where payment due on submission of a record
19. Hours spent training
20. Hours spent travelling

## CHAPTER 2

21. The meaning of salaried hours work
22. Determining hours of salaried hours work in a pay reference period
23. Absences from work to be reduced from the salaried hours work in a pay reference period
24. The meaning of the calculation year
25. Determining the basic hours in the calculation year
26. Determining whether the worker works more than the basic hours in the calculation year
27. Hours treated as worked for the purpose of determining whether the worker works more than the basic hours in the calculation year and, where the worker does, the number of salaried hours work in that year
28. Determining hours of salaried hours work if the worker works more than the basic hours in the calculation year
29. Hours of salaried hours work if the employment terminates before the end of the calculation year (or contract is varied so it is no longer a contract for salaried hours work)

## CHAPTER 3

30. The meaning of time work
31. Determining hours of time work in a pay reference period
32. Time work where worker is available at or near a place of work
33. Training treated as hours of time work

- 34. Travelling treated as hours of time work
- 35. Hours not treated as time work

#### CHAPTER 4

- 36. The meaning of output work
- 37. Determining hours of output work in a pay reference period
- 38. Training treated as hours of output work
- 39. Travelling treated as hours of output work
- 40. Industrial action not treated as output work
- 41. Requirements for rated output work
- 42. The meaning of average hourly output rate (rated output work)
- 43. Determining hours of rated output work in a pay reference period

#### CHAPTER 5

- 44. The meaning of unmeasured work
- 45. Determining hours of unmeasured work in a pay reference period
- 46. Training treated as hours of unmeasured work
- 47. Travelling treated as hours of unmeasured work
- 48. Industrial action not to be unmeasured work
- 49. The daily average agreement
- 50. Determining the hours treated as worked under a daily average agreement

#### PART 6

- 51. Schemes for training, work experience, temporary work or for seeking or obtaining work
- 52. Schemes for trial periods of work
- 53. Work experience as part of a higher or further education course
- 54. Traineeships in England
- 55. Work schemes for provision of accommodation to the homeless
- 56. European Union programmes
- 57. Work does not include work relating to family household
- 58. Work does not include work relating to family business

#### PART 7

- 59. Records to be kept by an employer  
Signature

---

#### SCHEDULE — Revocations

#### Explanatory Note